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AFRICA
CHRISTI
AN
UNIVER

PhD IN ORGANIZATIONAL LEADERSHIP

END OF SEMESTER EXAMINATION

DEPARTMENT

LEADERSHIP

EXAM DATE

DECEMBER 2024

COURSE CODE

POLD 704

COURSE TITLE

ORGANIZATIONAL BEHAVIOUR

(ONLINE)

INSTRUCTIONS

- Read all questions carefully.

- ANSWER **Question ONE** and **two** questions from **section B (20 Marks)**

SECTION A (Compulsory)

QUESTION ONE

For the better half of the 21st century, youth unemployment has been a major headache for governments especially in the global south . Part of the challenges facing most countries is to align the youth with current expectations in the work place to shield them from stiff competition from their much older counter-parts especially when they are competing for the few job opportunities available. One of the strategies is to encourage the youth to be self-aware and to exercise patience and restraint in handling personal challenges and stress-related engagements in the work place that can be used to actualize this initiative.

Using principles learnt in this course, analyze the concepts of individual differences on the basis of personality, perceptions, attitudes ,emotions and motivation.(10 Marks)

SECTION B (Answer TWO Questions in this section)

QUESTION TWO

The Board of Directors of ‘It can Work Perfectly Entrepreneurs Ltd’ has decided there is need to establish a robust organizational framework and culture to address the current shortfalls in the organizational behaviour of the Company . As the Lead Consultant of a contracted Human Resource Company for this purpose, demonstrate your understanding of the concepts of individual, dyadic, and group behavior in organizations as a key consideration in handling this task. (5 Marks)

QUESTION THREE

In the recent years, you have noticed that your colleagues at work do not relate well with each other. Part of the reason is that they all hail from different cultural settings and some have openly expressed disgust at colleagues from a well-known community. Using your experience from this course, evaluate critically how the principles of organizational demography and diversity can be used to enable them relate well with each other. (5 Marks)

QUESTION FOUR

Evaluate the key issues and their underlying dynamics that have played against the quest for vibrant and dynamic work environments in regard to organizational conflict, creativity and innovation using the principles learnt in this class and personal experiences.(5 Marks)

QUESTION FIVE

Your organization recently relocated its headquarters to the Northern frontier counties of your country. Fifty three communities inhabit that part of the country and the human resource team

has not made any significant in-roads in the recruitment and retention of workers from the local communities. As the leader of this organization, analyse using practical examples the prevailing work dynamics that can be used to alleviate this problem in regard to groups and teams, dyadic relationships and culture within and around organizations. **(5 Marks)**