



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY

UNIVERSITY EXAMINATIONS FOR THE DEGREE OF DOCTOR

OF PHILOSOPHY IN ORGANIZATIONAL LEADERSHIP

MAY-AUGUST 2018

CAMPUS: ROYSAMBU & VALLEY ROAD
DEPARTMENT: LEADERSHIP
COURSE CODE: POLD814
COURSE TITLE: CONFLICT MANAGEMENT AND NEGOTIATION
EXAM DATE: MONDAY 6th AUGUST 2018
DURATION: 2 hours
MODE: ONLINE

INSTRUCTIONS

- Read all questions carefully.
- ANSWER **QUESTION ONE** AND ANY OTHER **ONE QUESTION (20 Marks)**
- You are expected to be comprehensive in each of your answer.

SECTION A (Compulsory)

The Ministry of Foreign Affairs has asked you to give a speech to a key Diplomatic Meeting of the Heads of States of the African Union on the key considerations for ensuring peace and stability in the world. In your presentation discuss the main theories of conflict management and negotiation respectively and how each of them can be used in ensuring that the recent peace pact between Ethiopia and Eritrea remains permanent. **(10 Marks)**

SECTION B (Answer TWO Questions in this section)

Over the last few years, there has been political strife in various parts of the African Continent. The main causes of these conflicts have been traced to social, psychological, political and cultural aspects. Show how each of these aspects manifest themselves. **(5 Marks)**

One of the serious negative implications of conflicts is destruction of harmony in day to day life of its victims. Discuss the effects of different types of conflict on people and the relationships among them. **(5 Marks)**

In resolving conflicts, there exist several approaches and strategies that are chosen by the Arbiter based on the uniqueness of the issues to be dealt with. Regarding the many political conflicts that have ravaged the African Continent in the last decade, evaluate how each of the following five approaches can be used to bring political stability in a Continent that is at war with itself: -mediation, facilitation, negotiation, dialogue, organizational change and consensual decision-making making. **(5 Marks)**

The present political tension between President SilvaKiir and his former Vice President Machar has been highly linked to what may be referred to as pre-independence agreements and covenants that the rebel team feels were not honored. The UN Secretary General has appointed you as the UN Special Envoy to the Sudan and you have scheduled a meeting between these two leaders. In your discussion, discuss with them the appropriate conflict management and resolution, and negotiation

approaches that can be used to ensure a lasting resolution in this impasse. **(5 Marks)**