



**PAN AFRICA CHRISTIAN UNIVERSITY
BACHELORS OF BUSINESS LEADERSHIP
END TERM EXAMINATION**

DEPARTMENT: BUSINESS

COURSE CODE: BCM 207

COURSE TITLE: ORGANIZATIONAL THEORY & DESIGN-ONLINE

Time: 3 HRS

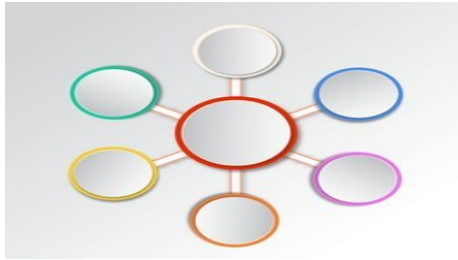
Instructions

- Read all questions carefully before attempting.*
- Answer FOUR questions out of the SIX Provided*
- Question ONE is Compulsory*

QUESTION ONE COMPLUSORY {10MKS }

a) Describe **Two** features of organizational goals **(2mks)**

b) Study the image below and answer the questions given

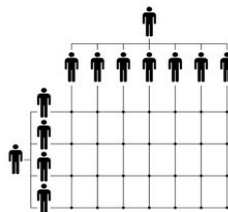


- (i) Name the organizational design model represented by the image (1mk)
- ii) Outline the rest of the elements except style, beginning with the one at the centre (3mks)
- c) Explain **two** challenges an organization would face if it has a misaligned organizational structure (4mks)

SECTION B ANSWER THREE QUESTIONS ONLY 10 MARKS EACH

QUESTION TWO 10 MARKS

Study the image below and answer the questions that follow



- ai) Name the type of organizational structure depicted by the image (2mks)
- ii) Explain **Two** advantages of the above type of structure (4mks)
- b) Giving examples in each case, explain **Two** benefits you would derive from establishing controls in your organization (4mks)

QUESTION THREE 10 MARKS

- a) Giving an example, define the term Organizational environment **(2mks)**
- b) You have been asked to give a presentation on **Two** different strategies you would put in place to grow your business. Explain your answer **(4mks)**
- c) Explain **Two** key elements which would contribute to your organization's business dynamics **(4mks)**

QUESTION FOUR

10 MARKS

- a) XYZ limited has been facing challenges in its organizational design. Discuss **four** possible factors causing this state of affairs **(4mks)**
- b) Organizational Theory has several pillars. Describe **Two** of them **(4mks)**
- c) Citing relevant examples, explain **Two** different ways economic factors may affect an organization's growth and success **(4mks)**

QUESTION FIVE

10 MARKS

- a) Outline **two** types of approaches within dynamic business process management **(2mks)**.
- b) Discuss **Two** key forces which would drive business and lead to the achievement of its strategic goals **(4mks)**
- c) Explain the significance of SWOT analysis in strategic planning in the banking industry **(4mks)**

QUESTION SIX

10 MARKS

- a) Other than the general environment, discuss **TWO** types of business environments giving an example in each case **(4mks)**

- b) You have realized that that your organizational culture has become a hindrance to achieving your organizational strategic goals. Explain **Three** key strategies you would use to change it with minimal resistance from your employees **(6mks)**

END OF EXAM