



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY

**END OF SEMESTER EXAMINATION FOR THE DEGREE OF
DOCTOR OF PHILOSOPHY IN ORGANIZATIONAL LEADERSHIP
DEVELOPMENT**

SEPTEMBER – DECEMBER 2021

CAMPUS: ROYSAMBU

DEPARTMENT: LEADERSHIP AND GOVERNANCE

COURSE CODE: POLD704

COURSE TITLE: ORGANIZATION BEHAVIOUR

EXAM DATE: TUESDAY 14TH DECEMBER, 2021

TIME: 6:00PM – 9:00PM

DURATION: 3 HOURS

MODE: ONLINE

INSTRUCTIONS

- Read all questions carefully.
- ANSWER question one(10 Marks)and two questions from section B(10 Marks)

Section A

Question One (Compulsory)

In 2004, while attending Havard University, Mark Elliot Zuckerberg together with fellow students Eduardo Saverin, Dustin Moskovitz, and Chris Hughes developed Facebook for use by the students of Havard University. With time, Facebook spread to other universities and countries. Zuckerberg is the CEO and chair of Meta Group which hosts several brands

including, Instagram, which was acquired in 2012 and WhatsApp in 2014. By first quarter of 2021 Facebook had more than 2.8 billion monthly active users.

- a) Discuss how the brands of Zuckerberg have impacted lives of people globally (4 marks).
- b) Evaluate the main leadership theory and style applied by Zuckerberg which is necessary for success in organizations (6 marks).

Section B

Answer two questions

Question Two

Discuss how positive and negative reinforcement on employees are used in an organization of your choice (5 marks)

Question Three

In early 2020, Covid 19 spread worldwide at a fast rate. The World Health Organization provided guidelines towards containment of the pandemic. Evaluate the ethical challenges which arose in your organization and how these could have been mitigated. (5 marks).

Question Four

By 2010, Kenya had 49 public universities and campuses. This sector experienced rapid growth such that by 2017, these institutions had grown to 204 before falling to 102 in 2020. Discuss the underlying leadership and organizational factors which led to reduction in the number of institutions and suggest strategies to transform the sector (5 marks).

Question Five

Evaluate the main features of Japanese Theory Z. How relevant are these features in the Hybrid Work Model which was adopted by organizations following the onset of Covid 19 pandemic. (5 marks).