

**UNIVERSITY OF SWAZILAND**  
**INSTITUTE OF DISTANCE EDUCATION**  
**BACHELOR OF ADULT EDUCATION YEAR 4**  
**MAIN EXAMINATION PAPER – NOVEMBER/DECEMBER, 2017**

**TITLE OF PAPER : LEADERSHIP IN ORGANIZATIONS 1**

**COURSE CODE : IDE-BAE 425**

**TIME ALLOWED : THREE (3) HOURS**

**INSTRUCTIONS : 1. ANSWER ALL QUESTIONS IN SECTION 'A'**  
**2. ANSWER TWO QUESTIONS IN SECTION 'B'**

**THIS PAPER IS NOT TO BE OPENED UNTIL PERMISSION HAS  
BEEN GRANTED BY THE INVIGILATOR**

## SECTION A – ANSWER ALL QUESTIONS

### Question 1

- a) What is leadership in organizations? (5)
- b) What is the theory that attempts to describe leadership in terms of what leaders do. (2)
- c) Name the two universities where behavioural leadership studies took place. (2)
- d) Identify and explain the dimensions that resulted from the research done in the two universities indicated above and show clearly the types of leaders identified by the researchers. (16)

[25 marks]

### Question 2

Leadership is said to be an important function in management. Identify and discuss at least five (5) points that justify the importance or need of a leader in an organization.

[25 marks]

**SECTION B – ANSWER ONLY TWO QUESTIONS**

**Question 3**

With the use of examples, identify and discuss at least five (5) features that differentiate power and influence.

[25 marks]

**Question 4**

With the aid of examples, discuss Vroom's (1964) expectancy motivation theory and indicate how you can use the theory to motivate your followers in the workplace.

[25 marks]

**Question 5**

Using appropriate examples to illustrate your answer, explain how leaders make a determination to explain whether the observed behaviour of their followers has an internal or external cause.

[25 marks]

**Question 6**

Discuss the path-goal theory of leadership, indicating the leadership styles used by leaders in this theory.

[25 marks]