

UNIVERSITY OF ESWATINI

INSTITUTE OF DISTANCE EDUCATION

BACHELOR OF ADULT EDUCATION YEAR 3/4

RESIT/SUPPLEMENTARY EXAMINATION PAPER – JANUARY, 2020

TITLE OF PAPER : LEADERSHIP IN ORGANIZATIONS 1

COURSE CODE : IDE-AED327/BAE 425

TIME ALLOWED : THREE (3) HOURS

INSTRUCTIONS : ANSWER ANY FOUR QUESTIONS

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

ANSWER ANY FOUR QUESTIONS

QUESTION 1

- a) What is meant by a leadership style? (5)
- b) Identify and discuss the three (3) major decision-making leadership style used by leaders in organizations (15)
- c) Which style do you suggest to be the best and why? (5)

[25 marks]

QUESTION 2

- a) What is an organization? [5]
- a) Models of organizational behaviour are broadly classified into four (4) types. Identify and explain these four (4) types of models used in organizational behaviour (20)

[25 marks]

QUESTION 3

- a) Define organizational behaviour (5)
- b) Using relevant examples, identify and discuss at least four (4) elements of organizational behaviour. In your discussion show how each element is important for the organization (20)

[25 marks]

QUESTION 4

- a) Discuss Herzberg's Two Factor Theory of motivation (15)
- b) When using the Two Factor Theory model to increase the motivation of a team you follow a two-step process which is; i) eliminate job dissatisfaction ii) create conditions that lead to job satisfaction. Discuss this process showing how you can effect each given the opportunity to lead a team in an organization (10)

[25 marks]

QUESTION 5

- a) What is authority as used in leadership (10)
- b) Leaders use three (3) types of authority in organizations. Using relevant examples to illustrate your answer, identify and discuss these types of authority (15)

[25 marks]

END OF EXAM