

**UNIVERSITY OF SWAZILAND**

**FACULTY OF EDUCATION**



**DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT**

**2014/2015**

**FINAL EXAMINATION**

**TITLE OF PAPER:** CONTEMPORARY APPROACHES TO  
ADMINISTRATION

**COURSE CODE:** EDF 627

**TIME ALLOWED:** THREE HOURS

**INSTRUCTIONS:**

- i. This paper is divided into two sections.
- ii. Both Questions in Section A are compulsory.
- iii. Answer two questions in Section B.
- iv. The total for the paper is 100 Marks.

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

## SECTION A

The Questions in this Section are compulsory.

### QUESTION 1

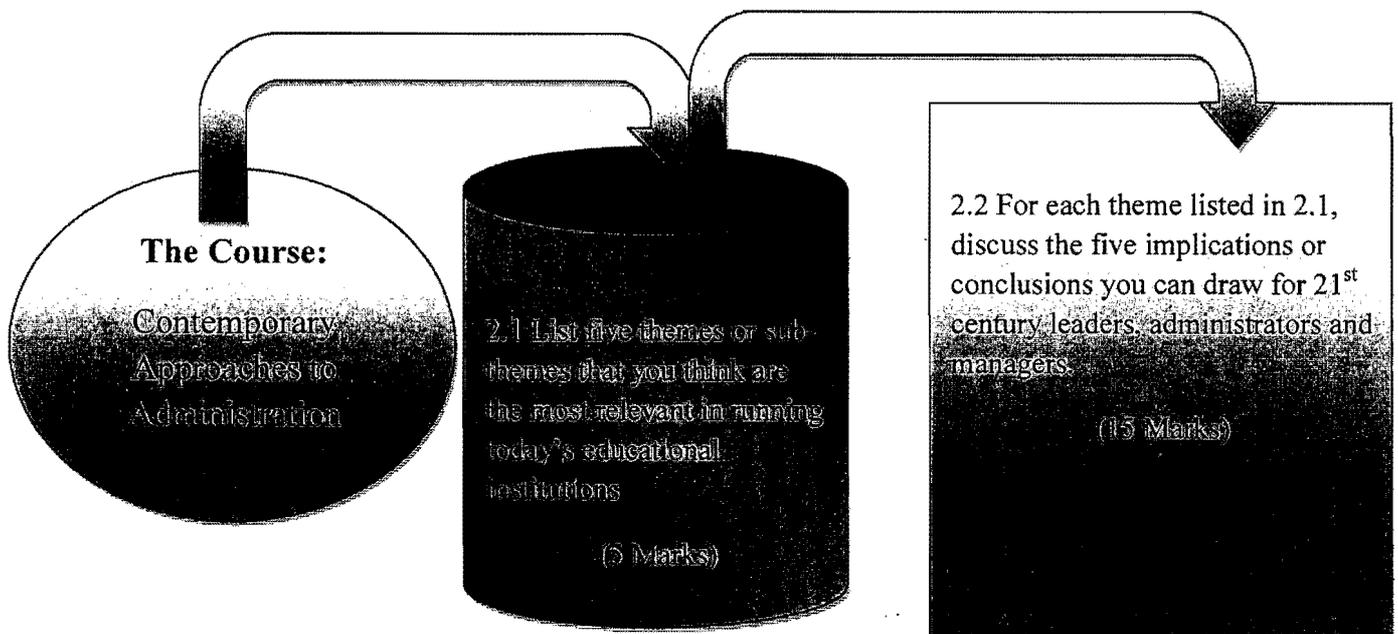
Employee motivation is an element that extensively determines the final outcome of some activity. Motivation is like the fuel in the engine. You can have a perfect machine, but without the fuel, you can go nowhere (Yudvir and Sunita, 2012, p.52).

1.1 Discuss the validity of this statement using three motivation theories and their assumptions. Your discussion should have one content theory/need theories and two process theories. Use actual practice examples or illustrations.

(30 Marks)

### QUESTION 2

The mind map that follows is the reflection of your understanding of the course. Carefully study the diagram and answer Questions 2.1 and 2.2.



Total = 50 Marks

## **Section B**

**Select and answer two questions from this section.**

### **QUESTION 3**

Discuss five traits and skills associated with effective leadership in educational settings. In your discussion of each trait and skill, include motivational traits or expectations that are critical for leaders. (25 Marks).

Total = 25 Marks

### **QUESTION 4**

Discuss the situational determinants of effective leadership that follow:

- 4.1 Structural properties
- 4.2 Role characteristics
- 4.3 Subordinate characteristics
- 4.4 Internal environment
- 4.5 External Environment

Total = 25 Marks

### **QUESTION 5**

5.1 Discuss five rules of decision making as illustrated in the Vroom Model of Decision Making. In your response, you may select from rules of enhancing the quality decisions and rules of getting the subordinates to embrace and accept decisions.

Total = 25 Marks

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**The End**