



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2025_1 EXAMINATION...

COURSE CODE: CRD320 **CREDIT UNIT: 2**

COURSE TITLE: COOPERATIVE MANAGEMENT AND ORGANIZING

TIME ALLOWED: 2 Hrs

INSTRUCTION: 1. Attempt question One (1) and any other two (2) question
2. Question number One (1) is compulsory and attracts 30 marks while any other two questions attract 20 marks each.
3. Present your answers/points in a clear and orderly manner.

1. Training and Responsibilities in Cooperatives
 - a. Outline the step-by-step process for implementing on-the-job training using the Job Instruction Technique (JIT) for a new employee. Include specific practical examples that demonstrate how each step can be effectively executed, considering potential challenges and solutions during the training process. (10 marks)
 - b. Explain the key objectives of cooperative management and discuss how these objectives can be strategically applied to enhance the performance of a cooperative organization. Provide illustrative examples of how achieving these objectives can lead to improved operational efficiency and member satisfaction. (10 marks)
 - c. Identify and describe the various responsibilities of cooperative members in contributing to the success of their cooperative organization. Use real-life examples to illustrate how members can actively engage in these responsibilities and the impact of their participation on the cooperative's overall effectiveness. (10 marks)
2. Cooperative Management Concepts and Decision-Making
 - a. Define the concept of cooperative management and discuss its fundamental principles. Provide concrete examples of how these principles can be applied to manage daily operations effectively in a cooperative organization, highlighting the benefits of this management style. (5 marks)
 - b. Discuss various decision-making techniques employed in cooperative organizations, detailing how these techniques facilitate collaborative decision-making. Provide real-life scenarios that illustrate the application of these techniques and their outcomes within a cooperative setting. (15 marks)
3. Government Policies and Training in Cooperatives
 - a. Elaborate on the policy framework that supports cooperative development and the critical role of government in this process. Use specific examples to demonstrate how government policies can directly benefit cooperative organizations, fostering growth and sustainability in the cooperative sector. (15 marks)
 - b. Describe the five-step process of training and development within a cooperative

organization. Explain how each step can be effectively applied to enhance employee skills, foster personal growth, and contribute to the overall development of the cooperative. (5 marks)

4. Governance and Oversight in Cooperatives

a. Discuss in detail how the board of directors can exercise control over the cooperative through the use of monthly statements and reports. Provide practical examples of how these reports can be utilized for oversight, performance evaluation, and informed decision-making within the organization. (10 marks)

b. Highlight the key functions of the board of directors in a cooperative and explain how these functions can be strategically applied to improve governance, accountability, and transparency within the organization. Discuss the significance of these functions in maintaining member trust and organizational integrity. (10 marks)

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