



NATIONAL OPEN UNIVERSITY OF NIGERIA
PLOT 91, CADASTRAL ZONE NNAMDI AZIKWE EXPRESS WAY JABI-ABUJA
FACULTY OF MANAGEMENT SCIENCES
2025_1 EXAMINATION...

COURSE CODE: MBA829

CREDIT UNITS: 3

COURSE TITLE: ORGANISATIONAL CHANGE AND DEVELOPMENT

TIME ALLOWED : 3 hours

- Instructions:** 1. Attempt question Number one (1) and any other three (3) questions
2. Question number 1 is compulsory and carries 25 marks while the Other questions carry 15 marks each.
3. Present all your points in coherent and orderly manner.

QUESTION ONE

- a. Explain briefly the human factor in enterprises. **(10 marks)**
- b. Outline the five (5) main models of man. Which model of man best suits the worker in the public sector? **(10 marks)**
- c. Outline the four basic assumptions about man in an industrial setting. **(5 marks)**

QUESTION TWO

- a. Enumerate and discuss five (5) characteristics possessed by good leaders. How can a leader with vision transform an organization? **(7 marks)**
- b. Explain briefly leadership through persuasion. **(8 marks)**

QUESTION THREE

- a. How can you introduce change without stress in an organization? **(6 marks)**
- b. Discuss the basic steps in changing organisational culture. **(9 marks)**

QUESTION FOUR

- a. Enumerate the main leadership styles and discuss briefly any three (3) of them. **(8 marks)**
- b. Identify and discuss the cultivated behaviours of leaders. **(7 marks)**

QUESTION FIVE

- a. What will you consider as the best conditions to use any of the theories of leadership? **(6 marks)**
- b. Outline the four leadership strategies for becoming an effective leader. **(9 marks)**

QUESTION SIX

- a. How do transformational leaders change their organization towards the path of success? **(6 marks)**
- b. No one theory could explain all human tendencies in the industry. Discuss. **(9 marks)**