

**CHUKA**



**UNIVERSITY**

---

**UNIVERSITY EXAMINATIONS**

**EXAMINATION FOR THE AWARD OF DEGREE OF MASTER OF SCIENCE IN  
AGRICULTURAL EDUCATION**

**AGED 814: ORGANIZATIONAL BEHAVIOUR**

**STREAMS: MSC AGECE (SB)**

**TIME: 3 HOURS**

**DAY/DATE: TUESDAY 06/08/2019**

**2.30 P.M. – 5.30 P.M.**

---

**INSTRUCTIONS:**

- **Answer question ONE and any other TWO questions**

**QUESTION ONE**

- (i) Discuss giving examples five factors that explain the foundations of individual behavior in organizations. (8 marks)
- (ii) Explain the independent variables which influence the organizational behavior of employees in agricultural organizations. (6 marks)
- (iii) Explain the environmental factors that impact on the individual behavior which influence the way employees behave in organizations. (6 marks)

**QUESTION TWO**

- (i) Explain four types of organization behavioral models and show how they can be applied in agricultural organization to achieve more productivity of employees. (10 marks)
- (ii) Discuss the following two theories of motivation and explain how managers use them in organizations to achieve their goals.
  - (a) *Hierarchy of Needs Theory* (5 marks)
  - (b) *Theory X and Theory Y* (5 marks)

**QUESTION THREE**

- (i) Perception is a characteristic feature of behavior, which has particular importance to the manager in an organization. Define perception and discuss the perceptual process. (10 marks)
- (ii) Giving example, discuss the consequences of group cohesiveness in organizations. (10 marks)

**QUESTION FOUR**

- (i) Explain the following approaches to leadership and show how they are applicable in organizations today. (10 marks)
    - (a) Behavioral approach to leadership
    - (b) Contingency approach to leadership
    - (c) Fiedler's contingency approach to leadership
  - (ii) Charismatic leaders have different characteristics that make them stand out as successful leader. Explain. (4 marks)
  - (iii) Why is organizational change often resisted by individuals and groups? Suggest strategies to prevent such resistance. (6 marks)
-