



NATIONAL OPEN UNIVERSITY OF NIGERIA  
14/16 AHMADU BELOW WAY, VICTORIA ISLAND, LAGOS  
SCHOOL OF MANAGEMENT SCIENCES  
OCTOBER 2013 EXAMINATIONS

COURSE CODE: MBA 891

CREDIT UNIT: 2

COURSE TITLE: ORGANISATIONAL LEADERSHIP AND CHANGE

TIME ALLOWED: 2 hrs

- Instructions:
1. Attempt question number one (1) and any other (2) questions.
  2. Question number 1 carries 30 marks, while the other questions carry 20 marks each.
  3. Present all your points in coherent and orderly manner.

QUESTION 1

- 1a) In the school of leadership, there are two major parties; first party believes leaders are born while second party believes leaders are made; Critically argue for or against either parties using contemporary examples. 20 Marks
- 1b) According to Yuki, 1982 Excellent leaders possess some specific skills or behaviours that Poor leaders do not; mention ten (10) of those skills or behaviours. 10 Marks

QUESTION 2

- 2a) In your own word, critically explain the concept of leadership 5 Marks
- 2b) Mention seven (7) characteristics of a good leader and explain four (4) with relevant examples. 5 Marks

### QUESTION 3

3a) List five (5) personal characteristics associated with the leader 5 Marks

3b) Mention and expatiate on the stages employees go through during periods of change.

5 Marks

3c) Examine in details the factors involved in ensuring successful changes in an organisation

10 Marks

### QUESTION 4

4a) what do you understand by the term organisational culture?

5 Marks

4b) In accessing the new culture in an organisation, list and explain the basic steps involved according to (Sherrif and Stern 1997)

15 Marks

### QUESTION 5

5a) List and explain the two major differences in leadership styles

5 Marks

5b) Which of these styles is most suitable for male or female leaders and why?

10 Marks

5c) What are the shortcomings of Studies on Gender Differences in leadership?

5 Marks