



TECHNICAL UNIVERSITY OF MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:

BACHELOR OF BUSINESS AND INFORMATION TECHNOLOGY

BACHELOR OF BUSINESS AND OFFICE MANAGEMENT

BHR 4310: ORGANIZATION THEORY AND PRACTICE

SPECIAL/SUPPLEMENTARY EXAMINATION

SERIES: JULY 2025

TIME: 2 HOURS

DATE: Pick Date Jul 2025

Instructions to Candidates

You should have the following for this examination

-Answer Booklet, examination pass and student ID

This paper consists of **FIVE** questions. Attempt question ONE (Compulsory) and any other TWO questions.

Do not write on the question paper.

Question ONE

- a) List and explain five advantages of having an organization structure? (10 marks)
- b) The principles of management are many. Identify FIVE of them and explain what they require managers do to while managing organizations. (10 marks)
- c) Working in teams is the theme of today's organizations. Discuss how organizations and individuals benefit from working in teams? (10 marks)

Question TWO

- a) Explain the concept of the iceberg model? (10 marks)

- b) Discuss four basis of power for those in positions of authority in organizations. (10 marks)

Question THREE

- a) Explain FIVE advantages and FIVE disadvantages of a line and staff organization structure. (10 marks)
- b) Explain five reasons that could warrant restructuring of an existing organization. (10 marks)

Question FOUR

- a) Discuss the assumption developed under McGregor's Theory X and Theory Y of motivation. (10 marks)
- b) State and explain five internal environmental constraints that managers must consider. (10 marks)

Question FIVE

- a) Discuss why decision-making is important. (10 marks)
- b) What are the personal influences on decision-making styles? (10 marks)