



SCHOOL OF BUSINESS
DEPARTMENT OF BUSINESS ADMINISTRATION
UNIVERSITY EXAMINATION FOR:
BACHELOR OF BUSINESS OFFICE MANAGEMENT
BOM 4306: LEADERSHIP AND MANAGEMENT
SPECIAL/SUPPLEMENTARY EXAMINATION

SERIES: JULY 2025

TIME: 2 HOURS

DATE: JULY 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** and any other **TWO** questions from this paper.

Do not write on the question paper.

Question ONE (Compulsory)

- a) Describe Mintzberg's decisional roles and their contribution to effective management in organizations? (4 marks)
- b) Explain the role of transformational leadership in organizational change? (6 marks)
- c) Evaluate the significance of board diversity in corporate governance and its impact on decision-making? (5 marks)
- d) Describe the main causes of workplace conflict and propose strategies leaders can use to address them? (5 marks)
- e) Compare and contrast intrinsic and extrinsic motivation and how leaders use them to inspire employees? (5 marks)

- f) Analyze three emerging global challenges affecting leadership and governance in the 21st century? (5 marks)

Question TWO

- a) Compare autocratic, democratic, and laissez-faire leadership styles and their effectiveness in different situations? (12 marks)
- b) Examine the importance of emotional intelligence in leadership and how it affects decision-making? (8 marks)

Question THREE

- a) Discuss two organizational development models and how they contribute to business success? (10 marks)
- b) Analyze how leaders can build high-performing teams through motivation and strategic leadership? (10 marks)

Question FOUR

- a) Evaluate the role of corporate governance in risk management and financial accountability? (10 marks)
- b) Assess the effectiveness of mediation and Arbitration as conflict resolution strategies in organizations? (10 marks)

Question FIVE

- a) Identify and discuss three common leadership failures in organizations and how they can be addressed? (10 marks)
- b) Explain how a strong organizational culture can enhance leadership effectiveness and performance? (10 marks)