



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja  
**FACULTY OF MANAGEMENT SCIENCES**  
**2023\_2 EXAMINATIONS**

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**COURSE CODE: MBA831**

**COURSE TITLE: Organization Behaviour and Theory**

**CREDIT UNIT: 3**

**INSTRUCTION: 1. Indicate your Matriculation Number clearly**

**2. Attempt question one (1) and any other three (3) questions; four questions in all**

**3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.**

**4. Present all your points in a coherent and orderly Manner**

**TIME ALLOWED: 2½ Hours**

**Question One**

Organization has been perceived from different perspective. Give 5 different definition of organization and 5 key characteristics. **25 Marks**

**Question Two**

Job enrichment is a tool used by managements to build and maintain motivational factors. State 5 key factors to be considered. **15 Marks**

**Question Three**

Define the term job enrichment, state 5 implication that can arise as a result of job enrichment.

**Question Four**

Frederick Taylor is commonly referred to as the father of scientific management; explain 5 principles of Taylor as summarized by Villers (1960) **15 Marks**

**Question Five**

Douglas Mc Gregor identified two different viewpoints about people at work. The new points are referred to as theory X and Theory Y. Discuss **15 Marks**

**Question Six**

Define Human resource management as given by Beer et al (1984). List 10 principles of management as stressed by Fayol. **15 Marks**