



**KISII UNIVERSITY**  
**UNIVERSITY EXAMINATIONS**

**FIRST YEAR EXAMINATION FOR THE AWARD OF THE DEGREE OF**  
**DOCTOR OF PHILOSOPHY IN BUSINESS ADMINISTRATION**  
**SECOND SEMESTER, 2021/2022**  
**(JUNE-SEPTEMBER, 2022)**

**DBAD 904: CONTEMPORARY ISSUES IN MANAGEMENT**

**STREAM: Y1 S2**

**TIME: 3 HOURS**

**DAY: WEDNESDAY, 9:00-12:00 PM**

**DATE: 12/10/2022**

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**INSTRUCTIONS**

- 1. Do not write anything on this question paper.**
- 2. Answer Question ONE and any other TWO Questions.**

**QUESTION ONE**

- a) Discuss contemporary issues in
- b)
  - (i) Managing human resources management
  - (ii) Financial management
  - (iii) Sales and marketing management
- c) Is Strategic Management essential in today's business management?  
Discuss **(6marks)**
- d) Change management is essential in all organizations today.
  - (i) What external and internal factors create a need for change?  
**(3marks)**
  - (ii) Explain why change is resisted by many people in organizations.  
**(3marks)**

**QUESTIONS TWO**

Modern managers of organizations are designing efficient and flexible work assignments in order to be in tandem with dynamics of the work places. Identify and explain different modes of flexible work arrangements.

**(14marks)**

### **QUESTION THREE**

- a) Ethics has high contributions to economic development in any country. Explain. **(7Marks)**
- b) Discuss the factors that lead to ethical and unethical behavior in organizations Discuss **(7marks)**

### **QUESTION FOUR**

- a) With relevant examples explain the diversity concept. **(3marks)**
- b) Diversity concept is fundamental in today's work place. Discuss the role of diversity at work place. **(11marks)**

### **QUESTION FIVE**

Management and leadership is critical to organizational learning and success. Global organizations have embraced strategies management as the main stay of operational processes.

- i) Differentiate management from leadership with relevant examples **(4marks)**
- ii) Explain managerial functions in organizations, highlighting contemporary issues. **(10marks)**

### **QUESTION SIX**

In the 21<sup>st</sup> century, organizations are experiencing myriad challenges. On that backdrop, organizations are on poor performance, declaring redundancy, and on the worst scenario closure. Firms are looking for better business environments, hence re-location and strategic engagement such as backward and forward integrations.

- i) Elaborate five critical challenges faced by organizations today. **(7marks)**
- ii) Explain
- a. Business environment **(2marks)**
  - b. Redundancy **(2marks)**
  - c. Backward and forward integration **(3marks)**