

KISII UNIVERSITY

UNIVERSITY EXAMINATIONS

THIRD YEAR EXAMINATIONS FOR THE AWARD OF THE DEGREE OF BACHELOR OF PROJECT MANAGEMENT

FIRST SEMESTER 2023/2024

SEPTEMBER –DECEMBER 2023

BNIM-370- Organizational Design and Change Management

INSTRUCTIONS

- **Do not write anything on the question Paper**
- **Answer question ONE and any Other THREE questions**

QUESTION ONE

Scientific management theory, also known as Taylorism, is a management approach developed by Frederick W. Taylor in the late 19th and early 20th centuries. It focuses on maximizing efficiency and productivity in organizations by applying scientific principles and methods to tasks and workflows. The key principles of scientific management include time and motion studies, standardized work processes, and the division of labor to achieve higher levels of productivity and reduce waste. This theory aims to optimize worker performance and enhance organizational efficiency through systematic analysis and control of work processes.

Required

- In relation to the scientific theory state and explain five roles of management [10Mrks]**
- PASTEL analysis is a strategic planning tool used by organizations to assess and evaluate the external macro-environmental factors that can impact their operations and decision-making.**

Required

In relation to the above statement explain six environmental factors that may affect operations in various organizations [10Mrks]

c.i. Define organizational design [3mrks]

ii. Define Corporate Social Responsibility and state five benefits of Corporate Responsibility 10Mrks]

QUESTION TWO

- Define Management by Objective [3Mrks]**
- Explain steps followed by project managers in implementing management by objective [6Mrks]**

- c. Explain seven principle components of MBO

[7Mrks]

QUESTION THREE

- a. Define Planning Management[3Mrks]
b. State and explain six essential elements of planning management [12Mrks]

QUESTION FOUR

- a. Define organizing[3Mrks]
b. State six characteristics of organizing [6Mrks]
c. Distinguish between formal and informal Organization [5Mrks]

Question Five

Change management is a structured and systematic approach to preparing, implementing, and managing organizational changes. It involves a set of processes, tools, and techniques that help organizations effectively transition from their current state to a desired future state while minimizing disruptions and resistance to change.

Required

- a].State and explain five elements of change management [10Mrks]
b].State and explain five psychological factors that cause resistance to change [5Mrks]