



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

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**FACULTY OF LAW, BUSINESS ADMINISTRATION AND ECONOMICS**

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**DEPARTMENT OF ECONOMICS MARKETING AND ENTREPRENEURSHIP.**

**EXAMINATION PAPER**

**COURSE CODE** : CBM415  
**COURSE TITLE** : Advanced Organizational Behaviour  
**DURATION** : 3 Hours  
**LEVEL** : 4.1  
**SPECIAL REQUIREMENTS:** NONE

13 FEB 2024

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets [ ]

### Question 1

'Knowledge of Organisational Behaviour (OB) has practical relevance to managers in organisations'. With the use of examples and appropriate OB, theory discuss this statement

[25 marks]

### Question 2

Discuss Henry Mintzberg's managerial roles and their effect on organisational behaviour.

[25 marks]

### Question 3

Leadership is cited as one of the key variables affecting organisational performance,

a) Briefly explain the concept of leadership

[5 marks]

b) With reference to leadership theories, discuss the factors which are said to influence leadership success

[20 marks]

### Question 4

The Big Five Model is a great tool that is used to understand personalities in organisations. Discuss the contributions of the Big Five Dimension of personality on the management of organisational behaviour in organisations.

[25 marks]

### Question 5

Understanding individual personality is very important at workplaces. Discuss factors that determine individual personality differences and the advice that can be given to managers concerning this?

[25 marks]

End of Paper