



**JULIUS NYERERE SCHOOL OF SOCIAL
SCIENCES**

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

MASTER OF SCIENCE DEGREE

IN HUMAN RESOURCE MANAGEMENT

LEVEL 1 SEMESTER 1

EXAMINATION QUESTION PAPER

MODULE CODE **HRMM512**
MODULE NARRATION **ORGANIZATIONAL THEORY**
DATE
DURATION **3 HOURS**

INSTRUCTIONS TO CANDIDATES:

- Answer all questions in section A and any **two** questions in section B.
- Section A carries **40** marks and each question in section B carries **30** marks.
- Questions may be answered in any order.

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EXAMINATIONS OFFICE

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SECTION A

1. Culture impacts most aspects of organisational life, such as how decisions are made, who makes them, how rewards are distributed, who is promoted, how people are treated, and how the organisation responds to the environment. Discuss (40)

SECTION B

2. Discuss the main characteristics of postmodernism from an organisational perspective (30)
3. The socialisation of new members into an organisation's culture and climate is no more than a management control system and manipulation of the individual. It is therefore unethical and should be condemned. Discuss. (30)
4. Select a large scale organisation of your choice and suggest ways in which it displays characteristics of bureaucracy. (30)
5. Interrogate the assertion that it is a very poor manager who relies on the exercise of formal power, position within the organisation structure, and rules and procedures. A high level of control is self-defeating as it is likely to produce a negative response, increase internal conflict, and restrict the freedom and initiative of the individual. (30)

END OF PAPER