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KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2023/2024 ACADEMIC YEAR
FIRST YEAR, SECOND SEMESTER EXAMINATION
FOR THE CERTIFICATE IN COMMUNITY DEVELOPMENT AND SOCIAL WORK
CDS 208: COMMUNITY BASED ORGANIZATIONS

Date: 18TH APRIL 2023
Time: 8:30AM-10:30AM

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

Uwezo community-based organization was formed 1 year ago based in Kajiado County. The founder and the leadership are still trying to establish and put structures that will make the organization perform better. A consultant recommended some changes in the organization. This will involve organizational re-structuring. As a result of the change process, the management needs to consider ways of motivating the staff to avoid staff turnover. The Community Based Organization deals with women and youth empowerment.

- a) Define the following terms:
 - i. Organization. (2 Marks)
 - ii. Organization structure. (2 Marks)
 - iii. Organization culture. (2 Marks)
 - iv. Organizational change. (2 Marks)
 - v. Leadership. (2 Marks)
- b) State the importance of organization change process. (5 Marks)
- c) Highlight 5 considerations when designing staff motivation. (5 Marks)
- d) Demonstrate 4 guiding Principles of organizational re-structuring in improving performance. (4 Marks)
- e) Highlight 6 ways of enhancing leadership in Community Based Organizations. (6 Marks)

QUESTION TWO (20 MARKS)

- a) Explain with relevant examples any 4 of the Abraham Maslow theory of Hierarchy of needs (8 Marks)
- b) Explain the characteristics of power in Community Based Organizations (6 Marks)
- c) Discuss the Impact of capacity building on community-based organization (6 Marks)

QUESTION THREE (20 MARKS)

- Discuss the 5 ways of classifying organizations through the general model. (5 Marks)
- Explain Functional Consequences of conflict in community Based Organizations (7 Marks)
- Conflict is a common occurrence in any community-based organization. Validate Sources of conflict in community-based organization (8 Marks)

QUESTION FOUR (20 MARKS)

- a) Emerging trends in community-based organization are the changes that are taking place in the world of Community. This is mainly because of the changes in life styles and others issues relating to social life. Discuss trends that are affecting community-based organizations. (6 Marks)
- b) Describe classification of organizations by Talcott Parsons and Daniel & Robert Kuhn according to functions (8 Marks)
- c) Justify the importance of organizational culture (6 Marks)

QUESTION FIVE (20 MARKS)

- a) Discuss the negative effects of change in Community Based Organizations (6 Marks)
- b) Validate advantages of strategic planning (6 Marks)
- c) Explain any 8 types of leaders in community-based Organizations (8 Marks)