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**KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**UNIVERSITY EXAMINATION, 2019/2020 ACADEMIC YEAR**  
**FOURTH YEAR, SECOND SEMESTER EXAMINATION**  
**FOR THE DEGREE OF BACHELOR OF SCIENCE**  
**(BUSINESS ADMINISTRATION)**

Date: 6<sup>th</sup> December, 2019  
Time: 2.30pm – 4.30pm

**KHR 410 - LEADERSHIP AND TEAM BUILDING**

**INSTRUCTIONS TO CANDIDATES**

**ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS**

**QUESTION ONE (30 MARKS)**

- a) Suggest the requirements for building effective teams in organizations. (5 Marks)
- b) Assess the five stages of group development. (5 Marks)
- c) Briefly explain the Robert and Mouton leadership grid. (6 Marks)
- d) Illustrate the Key management problems with the 'mission driven' in an organization of your choice. (4 Marks)
- e) Propose the key elements of effective team work include in modern organizations. (6 Marks)
- f) Specify the various reasons why groups fail in organizations today. (4 Marks)

**QUESTION TWO ( 20 MARKS)**

- a) In today's competitive environment, leaders are continually searching for new ideas and approaches to improving their understanding of leadership. Discuss the current leadership trends in reference to the statement above. (10 Marks)
- b) Differentiate traditional working environment from team environment as used in organizations today. (10 Marks)

**QUESTION THREE ( 20 MARKS)**

- a) Assess the main disadvantages of group decision making in organizations today. (8 Marks)
- b) Explain three critical areas where effective communication by the leadership of an organization is key cultivating a culture of openness, trust and confidence. (6 Marks)
- c) Analyze the characteristics of effective teams in modern organizations. (6 Marks)

**QUESTION FOUR ( 20 MARKS)**

- a) With an aid of a diagram, discuss the decision making process in an organization of your choice. (10 Marks)
- b) Evaluate the requirements for building effective teams in organizations. (10 Marks)

**QUESTION FIVE ( 20 MARKS)**

- a) Central to effective leadership is power. Examine the various sources of power in modern organizations. (6 Marks)
- b) Analyze the causes of indiscipline that are related to the management practices and ineffective leadership in organizations. (6 Marks)
- c) Specify the role of human resource managers in present times in organizations (4 Marks)
- d) Discuss the role of human resource managers in present times in organizations. (4 Marks)