



THE CO-OPERATIVE UNIVERSITY OF KENYA

END OF SEMESTER EXAMINATION DECEMBER -2022

**EXAMINATION FOR THE DEGREE OF BACHELOR OF CO-OPERATIVE
COMMUNITY DEVELOPMENT**

UNIT CODE: BMGT 2207

UNIT TITLE: LEADERSHIP AND CHANGE MANAGEMENT

DATE: TUESDAY, 13TH DECEMBER, 2022

TIME: 9:00 AM – 11:00 AM

INSTRUCTIONS:

- **Answer question ONE (compulsory) and any other TWO questions**

QUESTION ONE

- (a) Define the term leadership (2 marks)
- (b) Highlight any four leadership styles (8 marks)
- (c) Distinguish between management and leadership (8 marks)
- (d) Describe any six characteristics of a leader (6 marks)
- (e) Discuss the roles of a leader in a given group (6 marks)

QUESTION TWO

Ngunjiri has just been elected as the secretary general of the student's union in his university. He is concerned with appearing to do the right thing in order to avoid scandals in his tenure. Explain to him ten ethical issues that he has to abide by in discharging his duties as a leader. (10 marks)

Explain the Kurt Lewin change model using relevant examples (10 marks)

QUESTION THREE

Describe in detail (while providing relevant examples) each of the following types of leaders.

- i. Formal leaders (3 marks)
- ii. Informal leaders (3 marks)
- iii. Charismatic leaders (3 marks)
- iv. Situational leaders (3 marks)
- v. Traditional leaders (3 marks)

Differentiate between a group and a team (5 marks)

QUESTION FOUR

As a consultant hired by company ABZ to analyse the effect of groups on firm efficiency and effectiveness, how would you distinguish between formal and informal groups in the organization (10 marks)

Discuss five theories of leadership and provide evidence of their applicability in co-operative societies by providing appropriate examples (10 marks)

QUESTION FIVE

Distinguish between Organizational behaviour and organisational change (4 marks)

Explain any five non - monetary methods in motivation of employees (10 marks)

Describe any three types of power using relevant examples (6 marks)