

**Uva Wellassa University**  
**Faculty of Management**

**Degree of Bachelor of Business Management in Entrepreneurship and Management**  
**THIRD YEAR FIRST SEMESTER EXAMINATION – MARCH/APRIL 2013**  
**EMG 371 -3 Management of Change in Organizations**



**Part C- Essay Questions**

Marks Allocation: 50 Marks

Answer only **Three (03)** questions from Part C including **question number one (1)**.

01. Refer the case and answer the questions.

Amal works as a low-level employee at a grocery market. He has worked at this job for five years and has not been promoted yet or received a raise. He has become very dissatisfied with his job and the employee opportunities the company offers. For the past year, Amal was debating on whether or not he should continue the job or quit his job and how that would affect him life. He has applied to several different jobs looking for new employment, but has been unsuccessful thus far. He realizes the economy is doing badly and not many jobs are hiring nor willing to pay the extra money for his experience and skill. The dead-end grocery job has put Amal on the point of giving up anyways because the feeling of performance with no reward and the dislike for his job is taking over the benefit of having a same amount of salary every week.

- i) Elaborate why organizations should focus on keeping satisfied employees within them. (05 marks)
- ii) "Job dissatisfaction is not only the reason for turnover". Critically evaluate the statement. (07 marks)
- iii) How can the organization that Amal works can help him to increase the job satisfaction? (08 marks)

**(Total – 20 Marks)**

02. "Managers should be more careful in selecting employees for their Business organizations as different jobs requires people with different types of personalities"

**You are required to:**

**Critically evaluate the statement.**



03.

- i) "Corporate culture reinforces the employees of an organization through visible cultural elements embodied in it".

**You are required to:**

Explain to which extent you agree with the above statement by justifying your answer with adequate examples. (06 marks)

- ii) "Effective management styles differ in each country depending on cultural characteristics".

**You are required to:**

Critically evaluate the above statement with adequate examples.

(09 marks)

**(Total- 15 Marks)**

04.

- i) What conditions would support for "Organizational politics"? (05 marks)

- ii) "Managers acquire power only by formal hierarchical authority of the organization". To which extent do you agree with this statement? Justify your answer by providing adequate examples. (10 marks)

**(Total - 15 Marks)**