



Part - C Essay Questions

Answer three (03) questions including question no. 01 in Part C

Marks Allocated: 50

01. Read the following scenario and answer the questions.

The T Aerospace Company is in the early stages of planning the development of its latest commercial jet, the 007. The aircraft industry is a fiercely competitive one, dominated by a few large global players who operate at the forefront of technology. In this industry, competitors quickly copy and advance in technology or new management technique that might provide them with competitive edge. Some of the T Aerospace Company's competitors have adopted team working as means of speeding up their development and production processes.

The T Aerospace company is thus considering the adoption of team working in its operations, but some of the traditionalists in the company are doubtful. They are concerned that the benefits of work specialization will be lost. Some of the managers have had negative experiences with team working and so have strong reservations about the proposed changes.

- a) List four key components involved in making an effective team. (4 Marks)
- b) Identify the benefits that the T Aerospace Company can gain from team working. (6 Marks)
- c) Describe the difficulties that the company is likely to encounter in the management of its teams and recommend ways to turn individuals into team players. (10Marks)

(Total Marks 20)

02.

(05Marks)

a) Explain the Big- Five Personality model.

b) Job satisfaction and employee commitment are the major job attitudes of the employees.

You are required to:

Explain the importance of job satisfaction and the factors those influence on job satisfaction.

(10 Marks)

(Total Marks 15)

03.

(05 Marks)

a) Briefly explain the potential sources of stress in an organization.

b) Conflict is a potential incompatibility or opposition between the parties.

You are required to:

Describe stages of the conflict process.

(10 Marks)

(Total Marks 15)

04.

a) Explain three situational factors identified in Fielder's model of leadership that determine the leadership effectiveness.

(06 Marks)

b) Throughout the history there were different theories used to study the leadership such as trait theories, behavioural theories and contingency theories.

You are required to:

Compare three (03) major behavioural theories of leadership.

(09 Marks)

(Total Marks 15)