

# SOUTHWESTERN UNIVERSITY NIGERIA

KM 20, SAGAMU-BENIN EXPRESSWAY, OKUN OWA, IJEBU-ODE, OGUN STATE.

FACULTY OF SOCIAL & MANAGEMENT SCIENCES

DEPARTMENT OF BUSINESS ADMINISTRATION

HND TO BSC CONVERSION PROGRAMME

2018/2019 FIRST SEMESTER EXAMINATION

**COURSE CODE: BUA 317**                      **COURSE TITLE:** Human Resource Management

**INSTRUCTION:** Answer question 1 and any other three (3).                      **TIME:** 2hrs

1. (a) No organization can function without discipline. Explain in detail.  
(b) Some employees prefer to keep quiet rather than present their complaints to their supervisors. Discuss.
2. (a) When union and management dead-lock in any dispute, of necessity a third party is invited. Discuss the three ways third parties can aid in negotiation.  
(b) What is Strike? Discuss the concept of strike as a bargaining tool.  
(c) What are the different types of strike?
3. (a) List and explain the leadership styles and their implication on employees if adopted by organization.  
(b) Discuss the following leadership theories and their implications.  
(i) Theory X and Y  
(ii) Contingency theory
4. (a) List and explain the types of organization structure.  
(b) Discuss the relationship between authority and responsibility in organization  
(c) Mention the factors that influence an employees authority
5. (a) Differentiate between the following:  
(a) Explain how job enlargement and job dilution can improve job design in an organization.  
(c) What is Position Analysis Questionnaire and list at least four out of its six major parts.
6. (a) Explain the term management development  
(b) Discuss four formal approaches that can be adopted to management development?  
(c) Discuss three informal approaches can be adopted to management development?