



MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS

2021/2022 ACADEMIC YEAR

THIRD YEAR FIRST SEMESTER

**SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT**

COURSE CODE: BHR 3106

COURSE TITLE: CULTURAL RE-ENGINEERING

DATE: 31ST MARCH, 2022

TIME: 0830-1030

INSTRUCTIONS TO CANDIDATES

Answer Question **ONE** and any other **THREE** questions

*This paper consists of **two** printed pages. Please turnover.*

Question One

- a) Discuss why organizations should do Re-engineering? **(4 Marks)**
- b) Discuss factors that have been found to be critical determinants of diffusion. **(6 marks)**
- c) Discuss the various types of change an organization can prepare for. **(10 marks)**
- d) The change process involves three basic stages. Discuss the stages. **(5 marks)**

Question Two

Siranka Meat Processors Limited has been undergoing Organizational change. During this change the management has been experiencing resistance to change. They have decided to hire you as a consultant to help them find out the causes of the resistance and also to offer them with advice on how to overcome the resistance. Discuss **(15 marks)**

Question Three

There are a number of internal and external factors which are responsible for cultural change in an organization. Discuss

(15 marks)

Question Four

- a) Define who a cosmopolitan manager is and outline his/her qualifications. **(8 marks)**
- b) Discuss the benefits of the re-engineering process. **(7 marks)**

Question Five

- a) Discuss Factors or barriers can prevent successful diffusion **(10 marks)**
- b) Discuss five Domains in which modifications can occur as part of organizational change. **(5 Marks)**

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