



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS**

**2023/2024 ACADEMIC YEAR**

**FOURTH YEAR FIRST SEMESTER**

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

**COURSE CODE: BHR 4103-1**

**COURSE TITLE: LEADERSHIP AND  
MANAGEMENT**

**DATE: 5/12/2023**

**TIME: 1430-1630 HRS**

---

**INSTRUCTIONS TO CANDIDATES**

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

*This paper consists of **THREE** printed pages. Please turn over.*

### **QUESTION ONE**

- a) Discuss how manager uses the management functions to attain organizational goals **(10 marks)**
- b) Explain the five levels of leadership **(5 marks)**
- c) Outline the roles played by managers in an organization **(5 marks)**

### **QUESTION TWO**

Differentiate between leadership and management and reflect on the significance of this to the practice of human resource management **(10 marks)**

### **QUESTION THREE**

Leadership style is a coherent style of actions. Discuss the following leadership approaches used by effective leaders:

- a) A strategy approach **(2 marks)**
- b) Human assets approach **(2 marks)**
- c) Expertise approach **(2 marks)**
- d) Box approach **(2 marks)**
- e) The change approach **(2 marks)**

### **QUESTION FOUR**

Outline ways in which leaders can improve their leadership skills to become more effective **(10 marks)**

### **QUESTION FIVE**

Discuss the following leadership theories:

- a) The Great Man Theory**(4 marks)**
- b) Behavioral Theory**(3 marks)**
- c) Contingency Theory**(3 marks)**

**/END/**