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UNIVERSITY OF LONDON

279 0033 ZA

BSc degrees and Diplomas for Graduates in Economics, Management, Finance and the Social Sciences, the Diploma in Economics and Access Route for Students in the External Programme

Organisation Theory

Wednesday, 7 June 2006 : 2.30pm to 5.30pm

Candidates should answer **FOUR** of the following **SIXTEEN** questions: **ONE** from Section A, **ONE** from Section B, **ONE** from Section C and **ONE** from Section D. All questions carry equal marks.

PLEASE TURN OVER

SECTION A

Answer **one** question from this section.

1. It is argued that both too much and too little bureaucracy in an organisation demotivates employees and causes them stress. How far should we agree with this view?
2. Are Fordist systems of mass production incapable of adapting to change in the business environment? Give reasons for your answer.
3. Why do some organisations seek to develop strong corporate cultures? What problems are they likely to face in doing so?
4. Explain why organisations need to be integrated as well as differentiated. What are the main integrating mechanisms available to managers?

SECTION B

Answer **one** question from this section.

5. Why might workers resist management control of the labour process? What form is this resistance likely to take?
6. The same social mechanisms that constrain women's progress often enhance male careers. Discuss.
7. What is 'postmodernism', and how can this perspective be of value to an understanding of organizational theory?
8. What do you see as the main strengths and weaknesses of Gareth Morgan's analysis of organisations using multiple paradigms? Give reasons for your answer.

PLEASE TURN OVER

SECTION C

Answer **one** question from this section.

9. The problem with transaction cost economics is that it explains why governance structures (markets or hierarchy) might be efficient under certain conditions but not how they are adopted. Discuss.
10. How far should we agree with population ecology theorists that it is selection rather than adaptation that is the main factor explaining changes in organisational forms? Give reasons for your answer.
11. How does the business systems approach enhance our understanding of organisational forms and how these change?
12. According to institutional theorists why do some organisational fields produce stronger isomorphic pressures for conformity than others?

SECTION D

Answer **one** question from this section.

13. What are the organizational implications of the global expansion strategies of multinational firms?
14. Discuss what is meant by 'globalisation' and its relevance for organization.
15. What factors lie at the heart of Japan's recent economic crisis? To what extent is this crisis likely to result in fundamental changes to the Japanese business system?
16. How does the concept of flexible specialisation differ from Fordist mass production?

END OF PAPER