



**BOWEN UNIVERSITY, IWO**  
**(OF THE NIGERIAN BAPTIST CONVENTION)**  
**COLLEGE OF MANAGEMENT AND SOCIAL SCIENCES (COMSS)**  
**BUSINESS ADMINISTRATION PROGRAMME**  
**B.Sc. BUSINESS ADMINISTRATION DEGREE**  
**2023/2024 FIRST SEMESTER EXAMINATION**

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**COURSE CODE: BUS 301**

**COURSE TITLE: MANAGEMENT THEORY**

**CREDIT: 3**

**TIME: 3 HOURS**

**INSTRUCTIONS: ANSWER QUESTION 5 AND ANY OTHER 3 QUESTIONS**

**DATE: ~~Wednesday~~ February 2024**

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1. (a) Management theories are sacrosanct to successful management. Discuss **(5 Marks)**  
(b) Distinguish between theories, models and principles. How do they contribute to management? **(5 Marks)**  
(a) What are the similarities between management theories and management models? **(5 Marks)**
2. (a) The Hawthorne experiments are critical to the evolution of the Human relations theories. Discuss **(8 Marks)**  
(c) Indicate and briefly discuss the various Hawthorne experiments **(7 Marks)**
3. (a) Despite its criticisms, the scientific management theory is pivotal to management theories. Discuss **(8 Marks)**  
(b) Max Weber describes his theory as an ideal theory. What theory is associated with Max Weber? Do you agree with him that his theory is the ideal theory? **(7 Marks)**
4. (a) The perceived inadequacies of the classical management theories stimulated the emergence of the human relations theories. Discuss **(5 Marks)**  
(b) Despite the perceived inadequacies of the classical management theories, they are still responsible for the fundamental elements of the modern management practices in contemporary times. Discuss **(5 Marks)**  
(c) Indicate the cultural practices that may vitiate the effectiveness of Classical management practices in Nigeria with specific focus on the particular classical management theories affected. **(5 Marks)**
5. Barrister Itinagbedia Turugbene (ITT) is a major shareholder in Odumodu Plc, a producer of soft drinks in Nigeria. The company is located in Kwara State in North Central Nigeria. ITT is not in good terms with Uhunamure Okokobioko Osumenoye (UOO) the CEO of the company and he feels that Okokobioko's style of leadership is not consistent with what is required for a competitive industry like the soft drink industry. The CEO has many managerial decisions to make regarding the operations of the distribution centre in Benin City, South-South Nigeria.



### Recent Investment

The CEO has just purchased 10-square-foot Manufacturing facility that he seeks to employ in the production of a high quality drink expected to be a game changer in the soft drink industry in Nigeria. It is expected that when it commences operations in June 2024, its products will put an end to the several centuries of Coca cola dominance in the global soft drink industry. The massive facility layout is unprecedented in Nigeria's and Global soft drink industry history. It has a conspicuously large and conducive storage area in behind the administrative block, a state of the art manufacturing space, and a strategically arrayed block for the offices of the executive and managers. Further, there is an open outdoor space in the back that is currently idle but may prove useful during the summer months. It is undecided how the company will utilize this space. The serene environment where the company is located is a source of motivation to all categories of employees in the company.

### Staff

After months of recruitment, interviews, and employee-screening UOO has hired the entire staff for the new business. The management team consists of a chief production officer (CPO), CFO (Chief Financial Officer), a Marketing VP, a Human Resources Manager, and a public relations Manager. On top of this, UOO have hired three Production Assistant Managers (one for each shift of the day) and three chief Security Officers. Production employees and several administrative staff combine for 80 additional employees. UOO has a proactive strategy geared towards catapulting the company to global relevance as he strives to produce quality products, which are consistent with true cost pricing and thus, healthy for consumption and consistent with environmental safety. The whole essence is to ensure a sustainably sourced, high performance, and the highest quality inputs sourced locally and internationally with a reasonable proportion coming from Otokpolopo Iburumede farms in Otukpo which is 340 square hectares for Sorghum production. Otokpolopo Iburumede farm is the largest farm in Africa. The employees of this factory are protected under the highest employment laws, ensuring they work in safe and healthy working conditions for this region - i.e.: the products are high quality, cost more, and must show it! The company needs everyone on board with this vision to ensure the production and sale of the products with utmost care. However, r is not satisfied with UOO's employment of staff in the new facility and as a major stakeholder, his disagreement may constrain the company's ability to make progress. Chief Jagbana Jalo Jomelo, also known as triple J (the most influential Board member) is making efforts to broker peace but Chief Faya Osumpetepe (CFO), who seems to be benefiting from the situation, is frustrating triple J's efforts.

### Task

UOO's main concern at this point is for the new facility to be up and running efficiently as soon as possible with an emphasis on team unity, efficiency, and spirit. Using the managerial theories that you have studied in Bus 301, answer the following questions.

### Questions

- (a) Identify 3 theories that could help UOO manage your business - who, what, when (6 Marks)
- (b) Provide a **justification** for the choice of the theories. Indicate HOW you believe he should implement the theories. (10 Marks)
- (c) In your own words state the main idea of each theory (5 Marks)
- (d) Explain how that theory could be applied specifically to the business. (4 Marks)

6. (a) The Hawthorne experiments of the Western Electric Company, the Bank Wiring Observation Room, and relay assembly test room experiments are some of the major associated with the Human relations school. What were the objectives of each of these studies?

**(5 Marks)**

(b) Explain the outcomes of each of the Hawthorne experiments

**(6 Marks)**

(c) Do you think these studies achieved there aims?

**(4 Marks)**