



UTHM

Universiti Tun Hussein Onn Malaysia

UNIVERSITI TUN HUSSEIN ONN MALAYSIA

FINAL EXAMINATION SEMESTER I SESSION 2017/2018

COURSE NAME : LEADERSHIP & SUPERVISION
COURSE CODE : BPA 31102
PROGRAMME CODE : BPC
EXAMINATION DATE : DECEMBER 2017 / JANUARY 2018
DURATION : 2 HOURS
INSTRUCTION : ANSWER ALL QUESTIONS

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THIS QUESTION PAPER CONSISTS OF **THREE (3)** PAGES

- Q1** (a) In companies, large number of persons are employed and placed at different places to perform different managerial activities. To carry on these activities, these employees are given necessary authority and responsibility. This grant of authority results in creation of chain of authority. This chain is divided into three levels of management.

Discuss **THREE (3)** level of management in a construction organisation.
(15 marks)

- (b) For any organisation to perform effectively, interdependent individuals and groups must establish working relationships across organizational boundaries, between individuals and among groups.

Explain the above statement with the function of site supervisor's task in constructing a high rise building project.
(15 marks)

- Q2** Construction is complex and highly differentiated, with a wide range of specialists with disparate professional skills working in a highly integrated way to deliver projects successfully. Understanding how the people involved in construction behave and work together is necessary for projects to have successful outcomes.

Outline **FOUR (4)** challenges that supervisor must face in order to supervise the people in construction projects.
(20 marks)

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- Q3** Expecting resistance to change and planning for it from the start of your change management programme will allow you to effectively manage objections. Understanding the most common reasons people object to change gives you the opportunity to plan your change strategy to address these factors. It is not possible to be aware of all sources of resistance to change. Expecting that there will be resistance to change and being prepared to manage it is a proactive step. Recognizing behaviors that indicate possible resistance will raise awareness of the need to address the concerns.

Outline **FIVE (5)** reasons why top management resist to change.

(25 marks)

- Q4** Strategic leadership is the ability of influencing others to voluntarily make decisions that enhance the prospects for the organisation's long-term success while maintaining long-term financial stability. Different leadership approaches impact the vision and direction of growth and the potential success of an organisation. To successfully deal with change, all executives need the skills and tools for both strategy formulation and implementation. Managing change and ambiguity requires strategic leaders who not only provide a sense of direction, but who can also build ownership and alignment within their workgroups to implement change.

Analyse process of strategic leadership in current competitive business environment.

(25 marks)

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- END OF QUESTIONS -