

WOMEN'S UNIVERSITY IN AFRICA



Addressing gender disparity and fostering equity in University Education

FACULTY OF MANAGEMENT AND ENTREPRENEURIAL SCIENCES

MASTERS DEGREE IN BUSINESS ADMINISTRATION

MASTERS IN STRATEGIC MARKETING

MAIN PAPER

MBA124: GENDER AND MANAGEMENT

INTAKES 5 & 22 : FIRST YEAR SECOND SEMESTER

TIME: 2 HOURS MORNING

INSTRUCTIONS TO CANDIDATES

Answer Question **1** and any other **two**.

Question 1

According to Eagly and Johnson (1990), men perform similarly in both interpersonally oriented and task oriented leadership styles. However, women emerged more as social leaders (Eagly and Karau 1991). A number of studies have also noted that women have a transformational style of leadership, establishing themselves as 'role models' by gaining 'followers'.

Source: Eagly, Alice H. and Johnson, Blair T., (1990) "Gender and Leadership Style: A Meta-Analysis"

You are required to;

- a) Explain transformational leadership. [10]
- b) Describe social leadership. [10]
- c) Examine the pros and cons of social leadership at organisational level. [20]

Question 2

Analyse the challenges associated with mainstreaming gender in any organisation and how you would remedy them. [20]

Question 3

'The enjoyment of Human Rights for women in the workplace is determined by a number of factors.' Discuss. [20]

Question 4

As a manager explore the importance of gender diversity in your organisation. [20]

Question 5

Discuss the assertion that, 'women need more than capacity building to take up managerial positions'. [20]

END