



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2019/2020 ACADEMIC YEAR
FIRST YEAR SECOND SEMESTER**

**SCHOOL OF EDUCATION
MASTER OF EDUCATION IN EDUCATIONAL
ADMINISTRATION**

**COURSE CODE: EDA 8237
COURSE TITLE: CHANGE AND MANAGEMENT
OF CHANGE**

DATE: 2ND DECEMBER, 2022

TIME: 0830-1130

**INSTRUCTIONS:
ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS**

QUESTION ONE

The fiscal reforms proposed by the newly elected president of Kenya so far have aimed at addressing the trade deficit due to the sudden drop in economic performance. While there are diverse proposals, it is envisaged that the treasury will drastically remove all types of allowances currently being enjoyed in government institutions in an unprecedented reform.

- (a) Advice on how Lewin's Change Management Model could be applied to reduce resistance to change. [5 marks]
- (b) Explain, with examples, six ways in which educational administration can improve the process of change in Kenya's education. [10 marks]
- (c) Discuss the principles of the ADKAR change management model showing how the model can be used for the implementation of successful change. [5 marks]

QUESTION TWO

- (a) Identify and explain five (5) basic management skills required from a head of an institution to be an effective change agent. (10 marks)
- (b) Discuss the assumptions of the emergent approach to change and offer a critique of the model. (5 marks)

QUESTION THREE

- (a) Explain the role played by change agents, change sponsors and change advocates in the change process. [6 marks]
- (b) Based on the ideas of John Kotter, explain six ways in which an educational institution going through rapid expansion can help employees to easily cope with change [10 marks]

QUESTION FOUR

If you were to be appointed the new Cabinet Secretary of Education, discuss the challenges you would likely face in the implementation of the Competency-Based Curriculum in Kenya. (15mks)

QUESTION FIVE

- a) What is a change management framework? [3 marks]
- b) Choosing the right change management model for your organization is an important part of the change process. Discuss. [12 marks]

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