



PAN AFRICA CHRISTIAN UNIVERSITY

PhD IN ORGANIZATIONAL LEADERSHIP

END OF SEMESTER EXAMINATION

AUGUST 2024

DEPARTMENT

LEADERSHIP

COURSE CODE

POLB 820

COURSE TITLE

CONFLICT MANAGEMENT AND NEGOTIATION

(ONLINE)

INSTRUCTIONS

- Read all questions carefully.

ANSWER Question ONE and one question from section B (20 Marks)

SECTION A (Compulsory)

Question One

From the Haitian streets' terror gangs that control civilian life and unleash terror on citizens to the Russian and Ukrainian war and the Israel versus Hamas war coupled with the Gen Z revolution over Kenya's 2024 Finance Bill, peace has become an elusive phenomenon in an already volatile world. Drawing from the main theories of conflict management and negotiation, discuss key considerations for ensuring peace and stability in situations such as the ones outlined above. **(10 Marks)**

SECTION B (Answer TWO Questions in this section)

Question Two

Kenya's Rift Valley Region and a good part of Northern Kenya has been home of cattle rustling that has led to the loss of dozens of hundreds of both civilian and law enforcement officers, key among them is the recent devastating loss of the Chief of Defense Forces, the late Gen. Francis Ogolla. The main causes of such conflicts can be traced to social, psychological, political, and cultural aspects. Demonstrate how each of these conflicts can destabilize communities and institutions. **(5 Marks)**

Question Three

One of the serious negative implications of conflict is the destruction of harmony in the day-to-day life of its victims. Discuss the effects of different types of conflict on people and the relationships among them within organizations. **(5 Marks)**

Question Four

To resolve conflict, the Arbiter may choose a number of approaches and strategies depending on the issues to be dealt with. Discuss one approach that could be used in conflict resolution. **(5 Marks)**

Question Five

The present political tension in South Sudan has been highly linked to what may be referred to as pre-election agreements and covenants that the rebel parties feel were not honored. Discuss the appropriate conflict negotiation approaches that can be used to ensure a lasting resolution in this impasse. **(5 Marks)**