



PAC INSTITUTE OF TECHNOLOGY AND SOCIAL STUDIES MAY – AUGUST 2025 ASSESSMENT

FORMATIVE ASSESSMENT

Qualification Code : 042106T4CRJ
Qualification : CRIMINAL JUSTICE
Code : SEC/OS/CJ/CC/03/6/A
Unit of Competency : MANAGEMENT & LEADERSHIP SKILLS

TIME: 3 HOURS

INSTRUCTIONS TO THE CANDIDATE:

- 1. Read all the instructions carefully before attempting the questions.*
- 2. This paper consists of two sections, A & B.*
- 3. You are allowed 3 Hours to Answer the questions.*
- 4. Marks for each question are indicated in brackets.*
- 5. Write your responses in the Separate Answer booklet provided.*
- 6. Do not write anything on this question paper.*

SECTION A: (40 MARKS)

Answer ALL in this section.

- 1) State **FOUR** external factors that influence the management of an organization. (4mks)
- 2) In every nation, leadership and good management steer the country ahead. Highlight **FOUR** strategies a leader can use to inspire and drive high performance in the nation. (4mks)
- 3) State **FOUR** control measures in Criminal justice. (4 mks)
- 4) Highlight **FOUR** importance of SWOT analysis. (4mks)
- 5) State **FOUR** elements of effective policies. (4mks)
- 6) Highlight **FOUR** types of organizational structure. (4mks)
- 7) Name **FOUR** strengths that an organization can rely on. (4mks)
- 8) State **FOUR** ways of achieving continuous improvement within organization. (4 mks)
- 9) Highlight **FOUR** digital tools that can be used in an organization to function effectively. (4mks)
- 10) State **FOUR** strategies used during continuous improvement processes in criminal justice organizations. (4mks)

SECTION B: (60 MARKS)

*Answer any **THREE** questions in this section.*

11. Organizational culture in criminal justice refers to the shared values, beliefs, attitudes, and norms that guide the actions of justice professionals like police officers, judges, corrections officers, and probation officers.

A) Discuss **FIVE** characteristics of organizational culture. (10mks)

B) Examine **FIVE** reasons why organizational behaviour and culture matters. (10 mks)

12. Organizational structure refers to the framework that defines how activities are directed within an organization to achieve its goals.

A) Examine **FIVE** types of organizational structures. (10 mks)

B) Discuss **FIVE** roles that organizational structures play. (10 mks)

13. In a Criminal Justice Organization, the growth can be motivated by external factor and internal factors to meet the needs of an organization.

A) Examine **FIVE** Importance's of SWOT analysis in an organization (10 mks)

B) Discuss **FIVE** principles and practices of leadership & management. (10 mks)

14. In the Criminal justice system, resources can be managed to cover the tasks that have been scheduled and overcome unexpected challenges.

A) Discuss **FIVE** effective ways of managing resources (10mks)

B) Discuss **FIVE** requirements that are needed in criminal justice organizations to function effectively (10 mks)