



PAN AFRICA CHRISTIAN UNIVERSITY

PhD IN ORGANIZATIONAL LEADERSHIP

END OF SEMESTER EXAMINATION

AUGUST 2023

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)

1. The African Union Secretariat on Peace, Cohesion and Inter-Governmental Relations has asked you to give a speech to a key Diplomatic Meeting on the key considerations for ensuring peace and stability in the Horn of Africa and Southern Sudan. Drawing from the main theories of conflict management and negotiation, discuss key considerations for ensuring peace and stability. **(10 Marks)**

SECTION B (Answer TWO Questions in this section)

2. Over the last decade, there has been political strife resulting in conflicts in various parts of the world. The main causes of such conflicts can be traced to social, psychological, political, and cultural aspects. Validate how each of these conflicts can destabilize organizations. **(5 Marks)**

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

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

5. The present political tension in South Sudan has been highly linked to pre-election agreements and covenants that the rebel team feels were not honored. Argue for an appropriate conflict management, resolution, and negotiation approaches that can be used to ensure a lasting resolution in this impasse. **(5 Marks)**