



REFORMED CHURCH UNIVERSITY

**FACULTY OF EDUCATION AND SOCIAL SCIENCES
BACHELOR OF SCIENCE HONOURS DEGREE IN SOCIAL
WORK**

MANAGEMENT OF SOCIAL WELFARE INSTITUTIONS

HBSW 413

PART 4 SEMESTER 2 EXAMINATION

TOTAL MARKS [100]

DATE: DECEMBER 2022

Time: 3 Hours

INSTRUCTIONS

1. This paper has *five (5)* questions
2. Answer Question **ONE** and any other *two (2)* questions
3. Each question carries *100 marks*
4. Start each question on a new page

1. A children's home in Masvingo is facing massive employee turnover. From the beginning of October 2022 to 20 October 2022, the organisation lost around 6 skilled workers. As a newly appointed manager, suggest any four strategies you would adopt to ameliorate this anomaly. (100)
2. Write short notes on the following perspectives as they relate to management of welfare organisations;
 - a) Scientific management theory (20)
 - b) Classical organisation theory (20)
 - c) Bureaucracy (20)
 - d) Transitional theories: becoming more people-oriented. (20)
 - e) Contingency theory (20)
3. Examine any **five** key competences necessary in the management of a water and sanitation project. (100)
4. Availability of resources is a key determinant in the management of welfare organisations. Discuss. (100)
5. Analyse the notion that "Appreciation of indigenous knowledge systems is the best ingredient to the management of welfare organisations." (100)

End of Paper