



UGANDA MANAGEMENT INSTITUTE

POSTGRADUATE DIPLOMA IN MONITORING AND
EVALUATION (DME) K'LA; MRA; GULU, MBL: (WKD);

DME DL IV

SECOND SEMESTER EXAMS 2015/2016

**MODULE: ORGANIZATIONAL CAPACITY ASSESSMENT
FOR M & E (E)**

Date: Thursday 6 October 2016

Time: 09.00 AM – 12.00 NOON

INSTRUCTIONS

1. Answer **FOUR** Questions.
2. Question **ONE** of Section A is compulsory and carries 40 marks.
3. Answer any other **THREE** Questions from Section **B**. Each question carries **20 marks**.
4. Write clearly and legibly.
5. **Do not** write anything on the question paper.
6. **Do not** take Mobile Phones into the examination room.
7. Follow the instructions of the examination supervisor.
8. Indicate questions answered on the Answer Sheet in the column of Questions.

This paper consists of 3 printed pages

-GOOD LUCK-

QUESTION ONE**ORGANIZATION CAPACITY ASSESSMENT FOR M&E**

The Ugandan government has acknowledged that corruption is one of the main challenges facing the country. Corruption in Uganda is widespread and seen as one of the greatest obstacles to the country's economic development as well as to the provision of quality public services. Corruption-related challenges in the country stem from a weak separation between the public and private spheres, leading to extensive clientelistic practices and patronage, as well as widespread political corruption. Such corruption challenges are exacerbated by weak law enforcement, which fuels a culture of impunity, particularly with regards to high-ranking officials involved in corruption schemes. As an aid dependent country, Uganda needs a sound public financial management system, to ensure donors' funds are spent wisely and leakages are avoided (Anticorruption Resource Centre, 2013).

Tasks:

In line with the above scenario, assuming you are hired to design an Organisational Capacity Development Intervention for improving the performance of the Ministry of Public Service in the government of the Republic of Uganda,

- a) Explain how you can use Mckinsey's Capacity Assessment to design a Capacity Development Intervention for the Ministry. **(20 Marks)**
- b) As a specialist in Organization Capacity Development, explain using relevant practical examples and illustration where necessary how you can evaluate the efficacy of an Organization Development Intervention. **(20 Marks)**

QUESTION TWO

- a) Using relevant practical examples and illustration explain the concepts of : Capacity Development and Capacity Building Intervention. **(04 Marks)**
- b) Explain using relevant practical examples and illustration at least four (04) types of Organization Capacity Development Intervention (OCDI) that can be used to promote development at Uganda Management Institute. **(16 Marks)**

QUESTION THREE

- a) Explain steps necessary to design an effective Organisational Capacity Development Intervention. **(14 Marks)**
- b) Justify the statement that Capacity development takes place at three different levels: The individual level, 2) The organizational level and 3) The societal level. **(06 Marks)**

QUESTION FOUR

Explain using relevant examples and from the perspective of an M&E specialist the concept "Organization Environment". **(20 Marks)**

QUESTION FIVE

Explain using relevant examples how organization Performance is management in either an NGO or Public Sector institution. **(20 Marks)**

QUESTION SIX

- a) Explain principles of Organization Capacity Assessment **(10 Marks)**
- b) Using an organization that you are familiar with show how the organization can achieve transformation **(10 Marks)**

END