

Time: 2.30 Hrs

Marks: 75

Q.1. A) State whether the following is True or False (Any 8)

(8 Marks)

1. Companies with excellent workforce diversity management build goodwill in the society.
2. Workforce diversity helps to acquire and retain new talent.
3. True diversity means embracing people of different ethnicities, races, genders, religions, and cultures.
4. Recruiter need not be the change agent.
5. Diversity and inclusion initiatives are only relevant in large corporations, not in small businesses.
6. Strategic plan is a key factor for diversity and inclusive leadership.
7. Diversity and inclusion leadership is challenged to support the workforce externally.
8. Multi-Culturalism leads to inclusiveness.
9. Employee diversity helps to capture new clients and tap global opportunities.
10. Business Diversity can be seen through market segmentation.

Q.1. B) Choose the correct alternative (Any 7)

(7 marks)

1. Organization must develop \_\_\_\_\_ training programmes creating conditions for development of a common organizational culture and climate.  
a. Cross-Cultural b. Cultural Sensitivity c. Global Competency d. Capacity building
2. \_\_\_\_\_ workforce is rather an opportunity to ensure achievement of the predetermined goals of the organizations.  
a. Homogeneous b. Heterogeneous c. Closed d. Contingent
3. \_\_\_\_\_ in the workplace is important for encouraging worker from all backgrounds  
a. Disequilibrium b. Equality c. Insensitivity d. Imbalance
4. \_\_\_\_\_ stimulates innovation and productivity.  
a. Diversity b. Homogeneity c. Conformity d. Uniformity
5. \_\_\_\_\_ is the root cause of job dissatisfaction. Unit 2  
a. Pay Inequality b. Salary Parity c. Wage Equality d. Pay equivalence
6. \_\_\_\_\_ is a term that is similar to diversity.  
a. Multiculturalism b. Monoculturalism c. Cultural homogeneity d. Cultural Heterogeneity
7. Diversity is viewed a \_\_\_\_\_ among people.  
a. Similarity b. Differences c. Resemblance d. Parallelism
8. The primary goal of \_\_\_\_\_ approach is to make company viewed as benchmark.  
a. Brand Image b. Affirmative Action  
c. Culture of Acceptance d. Maximization of employee Performance
9. \_\_\_\_\_ culture is based on shared identities and common bond among those with diverse backgrounds.  
a. Integration b. Unitary c. Differentiation d. Market

10. \_\_\_\_\_ diversity can be seen through interactions through hierarchical levels, divisions, and function.

- a. Behaviour b. Structural c. Business d. Workforce

Q.2 A) State the limitations of having a diverse workforce

(8 marks)

Q.2 B) Explain the significance of Workforce Diversity

(7 Marks)

OR

Q.2 C) Explain the effects of workforce diversity in workplace

(8 Marks)

Q.2 D) Explain the dimension of workforce diversity

(7 Marks)

Q.3 A) Explain the role of HRM functions in managing diversified workforce.

(8 marks)

Q.3 B) Explain how does Workforce Diversity act as a determinant of sustainable competitive advantage.

(7 marks)

OR

Q.3 C) Explain how does workforce diversity impact organizational performance.

(8 Marks)

Q.3 D) Describe how recruiters contribute to fostering a diverse workforce.

(7 Marks)

Q.4 A) Elaborate various strategies for managing the diversity at workplace effectively.

(8 Marks)

Q.4 B) Explain the important tips for designing training and mentoring programme.

(7 Marks)

OR

Q.4 C) Workplace inclusion strategies through corporate leadership

(8 Marks)

Q.4 D) Explain the concept of diversity management programmes and state its steps.

(7 Marks)

Q.5 A) Bring out some Best Practices in Achieving Workforce Diversity

(8 marks)

Q.5 B) Explain the Role of Technology in Handling Workforce Diversity

(7 Marks)

OR

Q.5. Short Notes (Any 3)

(15 Marks)

1. Global workforce diversity management.
2. Advantages of having a diverse workforce.
3. Essentials of recruiting diverse workforce.
4. Approaches to Diversity Management System
5. Diversity and Multi-culturalism

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