

(2 ½ Hours)

Total Marks: 75

- N.B.:
- (1) All questions are **compulsory** subject to **internal choice**.
 - (2) **Figures** to the **right** indicate **full** marks.

Q.1. (A) State whether the following statements are True or False (Any Eight): (8)

1. Multi-culturalism leads to inclusiveness
2. Rapid internationalization and globalization has made workforce management simple
3. Successful management reflects negatively on company
4. Diversity and inclusion leadership is challenged to support the workforce externally.
5. Diverse Professional have less demand
6. The recruiter should also be the change agent
7. Exit interview should be conducted outside the firm.
8. Homogeneous groups are more creative.
9. Competition can lead to higher productivity.
10. Cultural differences can act as an obstacle in expansion.

Q.1. (B) Choose the Correct answer: (Any Seven): (7)

- 1 Diversity is _____ dimensional
 - a) One
 - b) Two
 - c) Three
 - d) Multi
- 2 Workforce Diversity _____ a pool of ideas
 - a) Creates
 - b) Destroys
 - c) Both a & b
 - d) None
- 3 Network hiring leads to a _____ diverse recruitment
 - a) More
 - b) less
 - c) Both a & b
- 4 Pay inequality leads to job _____
 - a) Dissatisfaction
 - b) Satisfaction
 - c) Both a & b
 - d) None
- 5 _____ dimension of diversity are more visible in nature
 - a) Primary
 - b) Secondary
 - c) Both a & b
 - d) None

- 6 Diversity issues include matters pertaining to _____
- a) Gender issues
 - b) Sexual harassment
 - c) Both
 - d) None
- 7 Key factor for inclusive leadership includes _____
- a) Top management commitment
 - b) Integrated organization
 - c) Both
 - d) None
- 8 Multi-culturalism is _____ diversity
- a) Same as
 - b) Not same as
 - c) Cannot say
 - d) None
- 9 Hierarchical levels represent _____ diversity
- a) Business
 - b) Behaviour
 - c) Structural
 - d) None
- 10 Post exit interviews are used to identify the causes of _____
- a) turnover
 - b) aggression
 - c) Both a & b
 - d) None

Q.2. (a) What is meant by workforce Diversity? Explain its features (08)

(b) Explain the advantages of a diverse work force (07)

OR

(x) Explain the different dimensions of workforce diversity? (08)

(y) What are the negative effects of workforce diversity in workplace? (07)

Q.3. (a) Bring out the steps involved in recruiting a diverse workforce. (08)

(b) Explain workforce diversity as a determinant of sustainable competitive advantage (07)

OR

(x) Explain the steps to retain a diverse workforce (08)

(y) Explain the interface between workforce diversity and HRM functions (07)

- Q.4. (a) Suggest important tips for designing diversity training and mentoring programs (08)
- (b) Explain the techniques for managing diversity at workplace (07)

OR

- (x) Explain the different approaches diversity management systems (08)
 - (y) Bring out the factors to be considered for diversity and inclusive leadership (07)
- Q.5. (a) Highlight the best practices in achieving workforce diversity (08)
- (b) Differentiate between diversity and multi-culturalism (07)

OR

- Q.5. **Short Notes (Any three):** (15)
- 1. Ethical issues in managing diversity
 - 2. Role of Technology in handling Diversity
 - 3. Significance of Workforce diversity
 - 4. Interface Between Work Force Diversity and HRM Functions
 - 5. Corporate culture and Diversity at Workplace
