

Time : 2:30

Marks : 75

Q1 A) State whether the following is true or false (any 8) 8 marks

- 1 Age, gender education etc. are said to be the dimensions of workforce diversity
- 2 Diverse professionals are in low demand.
- 3 Multicultural workforce is found to be more creative and adaptable.
- 4 Work force diversity is multi-dimensional in nature
- 5 The recruiter must be a change agent also.
- 6 Workforce diversity is reactive
- 7 In a homogeneous work culture communication becomes difficult.
- 8 Workforce diversity has a very broad scope
- 9 Multi-culturalism leads to inclusiveness.
- 10 Diversity should begin and end with hiring.

Q1B) Choose the correct alternative (any 7) 7 marks

- 1) _____ in the workplace is important for encouraging workers from all backgrounds.
a) Silence b) Diversity c) Hygiene d) Illumination
- 2) _____ hiring usually leads to a less diverse recruitment.
a) Contract b) Network c) Permanent d) Temporary
- 3) In a workplace in which diverse workers are respected and truly valued, there will be _____ law suits.
a) More b) Less c) Infinite d) Countless
- 4) Hiring a diverse workforce, helps to solve problems that are _____ in nature.
a) Simple b) Complex c) Open ended d) Closed Ended
- 5) Diversity turnover _____ the company's image.
a) Spoils b) Improves c) Is indifferent d) Not affected by
- 6) Structural diversity refers to _____.
a) Personal Value system b) Market Segmentation c) Organizational Hierarchical Levels d) Individual Differences
- 7) _____ culture lays emphasis on individual differences.
a) Differentiation b) Unitary c) Integration d) All of the Above
- 8) Family status is an example of _____ diversity.
a) Workforce b) Behaviour c) Structural d) Business
- 10) _____ can increasingly help remove visible and invisible barriers.
a) Integration b) Technology c) Communication d) Centralisation

- Q2A) Explain the different dimensions of workforce diversity. 8 Marks
Q2B) Why must organizations have a diverse workforce? 7 Marks
- OR
- Q2C) What are the features of workforce diversity 8 Marks
Q2D) What are the steps involved in recruiting a diverse workforce 7 Marks
- Q3A) What are the steps involved in retaining diverse workforce? 8 Marks
Q3B) State the role of recruiter in hiring diversified workforce... 7 Marks
- OR
- Q3C) Suggest techniques of managing diversity at workplace. 8 Marks
Q3D) Bring out the factors to be considered for Diversity and Inclusive Leadership. 7 Marks
- Q4A) Write a detailed note on managing ethical and legal issues in managing workforce diversity. 8 Marks
Q4B) Workforce Diversity is a Determinant of Sustainable Competitive Advantage” Do you agree? Justify. 7 Marks
- OR
- Q4C) Enlist suggestions for designing diversity training and mentoring programme. 8 Marks
Q4D) Highlight the best practices in achieving workforce diversity. 7 Marks
- Q5A) What is multi-culturism? Discuss the advantages of multiculturalism in the workplace. 8 Marks
Q5B) Discuss in brief the recent trends of diversity. 7 Marks
- OR
- Q5) Write Short Notes on (any 3) 15 Marks
1 Positive Effects of Work force diversity
2 Interface between Workforce Diversity and HRM functions.
3 Approaches to Diversity Management Systems.
4 Types of diversity
5 Difference between diversity and multi-culturism.
