

Duration: 2 ½ Hours

Marks: 75

Note: 1) All Question 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. Successful management reflects negatively on a company.
2. Homogeneous groups of people are more creative and innovative.
3. Multi-culturalism leads to inclusiveness.
4. An exit interview should ideally be conducted by an outside firm.
5. Mentor should ignore challenges.
6. Pay inequality is one of the root causes of job satisfaction.
7. Workforce diversity is multi-dimensional.
8. Employee diversity helps to capture new clients and tap global opportunities.
9. Employing diversified workforce is the very essence for every organization.
10. Diversity should begin and end with hiring.

**Q.1) B) Multiple choice questions: (Any Seven) (7)**

1. Age, Education, Gender etc are all \_\_\_\_\_ of workforce diversity.  
a) Types b) Dimensions c) Characteristics d) Benefits
2. \_\_\_\_\_ play a very effective role in hiring, maintaining and retaining diverse workforce.  
a) HRM b) HRD c) HRP d) None of the above
3. Family status is an example of \_\_\_\_\_ diversity.  
a) Business b) behavioural c) structural d) workforce
4. \_\_\_\_\_ is the ability to think and act in ways that are new and novel.  
a) Creativity b) Imagination c) Inspiration d) Innovation
5. Diversity and \_\_\_\_\_ incorporates the full integration of policies, practices and program, initiatives all measured to ensure accountability.  
a) Introversion b) Exclusion c) Inclusion d) Extroversion
6. \_\_\_\_\_ is a complex of race, religion, language, social traditions and values etc.  
a) workforce b) Diversity c) Inclusion d) Culture
7. Diverse teams are more \_\_\_\_\_.  
a) Systematic b) Creative c) Punctual d) None of the above
8. \_\_\_\_\_ brings together a diverse set of cultures and ethnic backgrounds in the work environment.  
a) Diversity management b) Globalization c) Multi-culturalism d) Cultural Integration
9. The primary goal of \_\_\_\_\_ approach is to make company viewed as benchmark.  
a) Brand image b) Affirmative action c) Both d) None
10. Managing workforce diversity is considered as a challenge as well as \_\_\_\_\_.  
a) Embracing b) Ignoring c) Opportunity d) Weakness



- Q. 2 A.** Explain the negative effects of workforce diversity in workplace. (8)  
**B.** What are the advantages of having a diverse workforce. (7)

**OR**

- C.** What are the features of workforce diversity. (8)  
**D.** Explain the different dimensions of workforce diversity. (7)

- Q.3 A.** State the Role of recruiter in Hiring diversified workforce. (8)  
**B.** Write a note on workforce diversity-key to organizational performance. (7)

**OR**

- C.** "Workforce Diversity is a Determinant of Sustainable Competitive Advantage"  
Do you agree? Justify (8)  
**D.** Describe the steps for retaining a diverse workforce. (7)

- Q.4 A.** Enlists suggestions for designing diversity training and mentoring programs. (8)  
**B.** Bring out the factors to be considered for Diversity and Inclusive leadership. (7)

**OR**

- C.** Discuss the various strategies for managing the diversity at workplace effectively. (8)  
**D.** Explain different approaches to diversity management systems. (7)

- Q.5 A.** Explain the Benefits of multi-culturalism in the workplace. (8)  
**B.** Distinguish between diversity and multi-culturalism (7)

**OR**

- Q.5 C. Write short note on (Any 3)** (15)  
1. Diversity and Recruitment  
2. Ethical issues in managing diversity  
3. Global workforce diversity management  
4. Importance of workforce diversity  
5. Types of diversity
-