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Following Paper ID and Roll No. to be filled in your Answer Book.

PAPER ID : 57105 Roll No. | 1 | 2 | 5 | 0 | 6 | 7 | 1 | 2 | 4 | 4 |

BBA/ B.Com. (Hons.) Examination 2025-26

Odd Semester

MANAGING ORGANIZATIONAL DIVERSITY

Time : Three Hours] *[Maximum Marks : 60*

Note :– Attempt all questions.

SECTION – A

1. Attempt all parts of the following : $1 \times 8 = 8$

   (a) Define organizational diversity.

   (b) Mention one benefit of managing diversity in the workplace.

   (c) What is the full form of ERG?

   (d) State any one inclusive leadership practice used in organizations.

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(e) What does equal employment opportunity (EEO) mean?

(f) What is the objective of affirmative action?

(g) Mention one best practice for managing global diversity.

(h) What is cultural competence?

SECTION – B

2. Attempt any two parts of the following . $6 \times 2 = 12$

(a) Explain the concept and importance of managing diversity in the workplace. Discuss the benefits and challenges associated with it.

(b) Explain the concept of an inclusive workplace. How can organizations create and sustain an inclusive culture?

(c) Discuss the various strategies used for attracting, selecting, and retaining diverse employees.

(d) What is global diversity? Explain how cultural competence and cross-cultural communication are important for managing diversity in multinational organizations.

SECTION – C

3. Attempt any two parts from each question. Each part carry equal marks. $8 \times 5 = 40$

(a) Define organizational diversity. Explain its significance in the modern workplace with suitable examples.

(b) What are the different dimensions of diversity? Explain how they influence workplace behavior.

(c) Explain the concept of intersectionality and its role in understanding multiple identities at work.

4. (a) Explain the role of employee resource groups and affinity networks in promoting inclusion at the workplace.

(b) Discuss how cultural intelligence helps leaders manage diverse teams effectively.

(c) What is inclusive organization design? How does it support equity and diversity in organizations?

5. (a) What is bias in selection? Describe ways to minimize bias in recruitment and selection.

(b) What do you understand by evaluating diversity initiatives? Why is it important for organizations?

(c) Discuss the strategies that can help attract diverse candidates during the recruitment process.

6. (a) Explain the challenges faced by multinational organizations in managing a multicultural workforce.

(b) Describe the role of cross-cultural communication skills in promoting global understanding and teamwork.

(c) What is cultural sensitivity? How does it help in managing global diversity effectively?

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