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

PAPER ID : 57105 Roll No. 1 2 3 6 6 7 1 5 9 5

BBA Examination 2023-24

(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 diversity.

(b) State the dimensions of diversity.

(c) What is inclusiveness?

(d) Define cultural intellegence.

(e) What is affirmative action?

(f) Define Bias.

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P.T.O.

(g) What is multi-culturalism? allowing individual culture exist within a one country.

(h) What is competency?

SECTION – B

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

10

(a) What is diversity? How is it significant at the workplace? What are the ways to manage diversity?

(b) What is inclusive management practices? How leadership helps in creating inclusive work environment?

(c) Suggest the strategies to recruit and retain diverse talent across the globe.

(d) How can an organization's culture condone or discourage illegal activities? What are the pros and cons of multi-culturalism?

SECTION – C

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

30

(a) What are the various dimensions of diversity? Elaborate.

(b) Explain the benefits and challenges of managing diversity.

(c) Write note on intersectionality and multiple identities.

4. (a) Elaborate employee resource groups and affinity networks.

(b) What is inclusive organization design? What steps are to be taken to build an inclusive organization?

(c) Why is inclusive work environment important for organizational sustainability? Comment.

5. (a) In what ways we can attract diverse candidates with minimum bias? Elaborate.

(b) Write note on affirmative action and equal empolyment

(c) How can we evaluate the effectiveness of diversity initiatives?

6. (a) What can management do to sustain organization culture in the era of globalization?

(b) Write note on cultural competence and senstivity.

(c) How can we appreciate cultural difference? Suggest some ways to develop cross cultural communication.

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