S.No. : 610 NSMVC5101

No. of Printed Pages : 05

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

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

BBA /B. Com.(Hons.) Examination 2024-25

(Odd Semester)

MANAGING ORGANIZATIONAL DIVERSITY

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

Note :– Attempt all questions.

SECTION–A

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

   (a) What do you understand by "Multiple identities"?

   (b) State any two objectives, of employee resource groups.

   (c) What is cultural sensitivity?

[P. T. O.

(d) What do you understand by "Equal employment opportunity"?

(e) State the significance of "Cultural diversity".

(f) What is competitive compensation?

(g) Mention any two ways to recruit a diverse workforce.

(h) What are inclusive work practices?

SECTION – B

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

(a) Define the term 'Diversity'. Explain the various dimensions of diversity.

(b) What do you understand by "Inclusive Organisation Design"? Discuss the key elements of an inclusive organisation.

(c) "Organisations find it difficult to retain diverse employees as compared to acquiring them." Define your answer and suggest strategies to retain diverse workforce.

(d) What is cultural compentence and how it can be developed in the workplace? Discuss.

SECTION – C

Note:- Attempt all questions. Attempt any two parts from each question. $8 \times 5 = 40$

3. (a) "Managing human diversity is a strenuous task in the present environment". In light of the given statement dicuss the various challenges involved in managing diversity at workplace.

(b) Explain the concept of "Inter-sectionality and how does inter-sectionality impacts the workplace?

(c) "Diversity has a positive impact on many key aspects of orgianisational performance." Explain with suitable examples.

4. (a) Explain some common types of affinity networks. Describe how affinity networks affect employees performance.

(b) What is cultural intelligence? How we can develop the cultural intelligence for being better performing individuals in different countries? Discuss.

(c) Discuss how development of inclusive leadership practices and processes help in increasing organisational efficiency.

5. (a) What strategies can companies use to eliminate bias in the selection process and increase the chances of individuals from under-represented population getting hired? Explain with suitable examples.

(b) "Affirmative action policies draw as much strong criticism as strong support." Analyse the statement in the context of equality.

(c) How the effectiveness of diversity initiatives in an organisation can be evaluated? Explain with suitable examples.

6.

6. (a) What do you understand by the term "Cross-cultural communication." Suggest some ways to improve cross-cultural communication skills at workplace.

(b) Explain the essentials of management of diversity in the context of multinational organisations. Support your answer with examples.

(c) Define global diversity. What are the recent trends in global diversity? Discuss in detail.

⌘⌘⌘