

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. Culture is a complex of race, religion, language, social traditions and values etc.
2. Diversity is a huge source of innovation.
3. A corporate culture reflects the broader culture is usually more successful.
4. Rapid internationalization and globalization has made workforce management simple.
5. Maintaining work life balance is a win-lose strategy.
6. Diverse workforce is on the basis of gender alone.
7. Promoting a multicultural work environment is a legal obligation only.
8. To manage diversified workforce is a big challenge for any organization.
9. Diversity depends only on a single leader.
10. Diversity and inclusion leadership is challenged to support the workforce externally.

Q.1) B) Choice the correct alternative: (Any Seven) (7)

1. Managing workforce diversity is considered as a challenge as well as \_\_\_\_\_.  
a) Embracing b) Ignoring c) Opportunity d) Weakness
2. Multicultural workforces are found to be more \_\_\_\_\_.  
a) Creative b) Innovative c) Diverse d) Productive
3. Attitude is a part of \_\_\_\_\_ diversity.  
a) Business b) behavioural c) structural d) workforce
4. Diversity is \_\_\_\_\_ dimensional.  
a) One b) Two c) Three d) Multi
5. \_\_\_\_\_ is a term that is similar to diversity.  
a) Equity b) Multiculturalism c) Inclusion d) Diversity
6. Diversity \_\_\_\_\_ spoils the company's image.  
a) Turnover b) attrition c) retention d) Morale
7. An organisation with diverse culture are in a position to innovate \_\_\_\_\_.  
a) Slowly b) quickly c) moderately d) all of the above
8. Diversity refers to \_\_\_\_\_ between people.  
a) Similarities b) Interactions c) Differences d) Uniformity
9. The primary goal of \_\_\_\_\_ approach is to make company viewed as benchmark.  
a) Brand image b) Affirmative action c) Both d) None
10. \_\_\_\_\_ in the workplace is important for encouraging workers from all backgrounds.  
a) Inclusion b) Equality c) Diversity d) Respect

- Q. 2 A. What are the positive effects of workforce diversity in workplace? (8)  
B. Discuss the various dimensions of workforce diversity and their significance. (7)

OR

- C. What are the challenges and limitations of managing a diverse workforce? (8)  
D. What are the key characteristics of a diverse workforce? (7)

- Q.3 A. Elaborate the key steps involved in recruiting a diverse workforce. (8)  
B. 'Workforce Diversity is the key to organizational performance'. Discuss. (7)

OR

- C. Discuss in detail the Role of recruiter in Hiring diversified workforce. (8)  
D. Explain Workforce Diversity as a Determinant of Sustainable Competitive Advantage. (7)

- Q.4 A. Suggest techniques of managing diversity at workplace. (8)  
B. Discuss the different approaches to creating an inclusive diversity management System. (7)

OR

- C. Explain the concept of diversity management programme. Suggest steps required to be taken in order to develop a diversity management programme. (8)

- D. Write a detailed note on Corporate culture and Diversity at workplace. (7)

- Q.5 A. Highlight the major role played by technology in handling workforce diversity. (8)

- B. Explain the Limitations of multi-culturalism in the workplace. (7)

OR

- Q.5 C. Write short note on (Any 3) (15)

1. Distinguish between diversity and multiculturalism
  2. Recent trends in workforce diversity
  3. Diversity training and mentoring
  4. Diversity and performance management
  5. Significance of workforce diversity
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