

TYBMS-HR-SeM 6 – Work Force Diversity

MCQ

(Bold= Correct Answer)

1. In a _____workforce environment, everyone will work hard to give their best.
a) reductive
b) inductive
c) vindictive
d) conducive
2. Most innovation comes from feedback and_____,
a) brainwashing
b) brainstilling
c) brainstorming
d) none of these
3. When people are happy at work, the overall_____improves
a) morale
b) discussions
c) income
d) none of these
4. As a business leader, a company can foster diversity through training _____and building exercises.
a) body
b) money
c) team
d) customer
5. _____is discrimination and stereotyping based on age.
a) racism
b) communism
c) ageism
d) none of these
6. As a business owner, one must consider recruiting prospects from a _____pool of resources.
a) broader b) narrow c) total d) higher
7. All _____creates a healthy atmosphere at workplace,
a) exclusiveness **b) inclusiveness** c) separate d) Mix
8. Business leaders attribute high company morale as one reason that _____is low.
a) Employer turnover b) turnover **c) employee turnover** d) sales
9. _____is an expedient means by which people are grouped and identified based on geographic origins and physical attributes.
a) Run b) Win c) Cast **d) Race**
10. An _____distinction may cross national borders and is often identified as a minority group.

- a) **Ethnic** b) unethical c) cast d) race

11. An organization should recognise the_____ advantage of a diverse workforce

- a) monocultural
b) dicultural
c) **multicultural**
d) none of the above

12. _____and internalization are two of the gifts that workforce diversity brings to the table.

- a) liberation
b) **globalisation**
c) ducation
d) none of these

13. If management gets an_____ understanding of the culture of a particular culture

- a) superficial
b) overall
c) **in-depth**
d) none of these

14. Effective_____ is of utmost importance for success of an organization

- A)communication**
b) polarisation
c) monetization
d) centralination

15. Even in a_____workplace exclusive social groups naturally happens.

- a) diverse
b) **non-diverse**
c) mixed
d) none of these

16. _____ is an unfair and unreasonable opinion or feeling, especially when formed without enough thought or knowledge.

- a) sub-judice
b) **prejudice**
c) perjury
d) none of these

17. Local market knowledge and insight makes a business more competitive and_____

- a)profitable**
b) differentiable
c) domitable
d) none of these

18. _____communication can be misinterpreted or difficult to understand across languages and cultures.

- a) casual

- b) personal
- c) professional**
- d) educational

19. Certain managers or employees may be prone to making incorrect casual _____,

- a) retributions
- b) attributions**
- c) contributions
- d) none of these

20. People from diverse backgrounds can provide ideas for adapting to _____ customer demands.

- a) dynamic**
- b) static
- c) conservative
- d) regressive

21. As the _____ diverse an organization is, the more difficult it is to attract diversity to that organization.

- a) more
- b) less**
- c) mild
- d) none of these

22. In case of _____ hiring, it is important to keep in mind that the goal is to hire diverse people.

- a) network**
- b) group
- c) individual
- d) none of these

23. Recruiters should _____ seek to recruit diverse people.

- a) passively
- b) foresightedly
- c) actively**
- d) none of these

24. The posting should clearly communicate that the organization does not _____

- a) incriminate
- c) negotiate
- b) discriminate**
- d) adjust

25. for drawing the most value out of a diverse workforce, it is important to avoid _____ of diverse people in some departments or functions.

- a) separating
- b) segregating
- c) clustering**
- d) none of these

26. It is important to communicate that the organisation values diversity also when it comes to_____

a) promotions

b) hiring

c) firing

d) separations

27. Diverse associates in the organisation will appreciate knowing that_____ is not tolerated

a) enjoyment

b) collaboration

c) competition

d) harassment

28. A_____ training will communicate that the organisation takes diversity and inclusion seriously

a) voluntary

b) mandatory

c) Optional

d) none of these

29. Organisations may view_____ workers as being more aware of the organization

a) experienced

b) young

a temporary

d) none of these

30._____ has an important part to play in fostering and promoting diversity

a) marketing

b) HR

c) employee

d) chairman

31. Workforce diversity is becoming a key agent of change in strengthening_____ companies.

a) national

b) local

c) multinational

d) none of these

32. _____ programs can be of great help in bringing on nontraditional workers within a company.

a) mentoring

b) hiring

c) training

d) none of these

33. Managers supervising a diverse workforce must be prepared to manage_____ needs in a sensitive and appropriate manner.

a) ability

b) disability

c) manageability

d) none of these

34. Diversity training is an essential part of building wareness anda _____work environment

- a) divisive
- by submissive
- c) regressive
- d) cohesive**

35. An effective diversity and inclusion training program starts at the _____of any organization

- a) top**
- b) middle
- c) lower
- d) none of these

36. Workplace diversity training is an _____in your employees

- a) disinvestment
- b) investment**
- c) refinement
- d) none of these

37. Workplaces with greater engagement also have greater _____

- a) turnover
- b) attrition
- c) retention**
- d) none of these

38. Diversity training brings issues of cultural _____and discriminatory practices to the light.

- a) bias**
- b) similarity
- c) separation
- d) none of these

39. For a minority employee, _____is often the only method by which to seek the appropriate resources to complete an assignment.

- a) hide and seek
- b) one size fits all
- c) trial and error**
- d) none of these

40. Assignments that _____employees tend to maintain their enthusiasm and increase their performance.

- a) demotivate
- b) Enhance
- c) exhaust
- d) challenge**

41. ____work teams enable employees get to know and value one another on an individual basis another on an individual basis.

- a) similar
- b) concurrent
- c) diverse**
- d) none of these

42. Managers must recognize their own cultural biases and _____,

- a) prejudices**
- b) beliefs
- c) ideas
- d) none of these

43. Managing diversity is an _____ process for creating a work environment that includes everyone.

- a) separate
- b) defining
- c) all-pervading**
- d) none of these

44. An _____ culture is one where everyone feels valued and respected and is able to fully contribute to the organizational goals.

- a) inclusive**
- b) exclusive
- c) submissive
- d) regressive

45. Diversity is _____ to innovation

- a) subordinate
- b) central**
- c) supplementary
- d) none of these

46. An Inclusive Leadership Model identifies _____ mindsets.

- a) one
- b) two
- c) four
- d) five**

47. Organisational _____ play an important role in setting the tone for the shift towards increased diversity

- a) shareholders
- b) leaders**
- c) employees
- d) none of these

48. An _____ approach can help to negate many fears that people have when it comes to addressing diversity,

- a) motivational
- b) oppressive
- c) educational**
- d) none of these

49. Each individual is _____ and does not represent or speak for a particular group

- a) same
- b) unique**
- c) simple
- d) none of these

50. Diversity and inclusion is best nurtured in an _____ work place where mistakes can be used for learning

- 1) closed
- b) fixed
- c) open**
- d) none of these

51. Diversity can help to create a climate of _____ and prevent a company from making mistakes.

- a) competition
- b) hatred
- c) respect**
- d) none of these

52. When a company's culture is _____ ethnic, it's easier to limit one down in the bubble and think that our views are universal

- a) di
- b) mono**
- c) tri
- d) poly

53. In some cases, _____ leads to the creation of policies that make it harder for women and minorities to succeed.

- a) comfort
- b) struggle
- c) discomfort**
- d) none of these

54 Having a _____ workforce helps to build even more diversity allowing companies to cast a wider net when searching for new talent

- a) disparate**
- b) similar
- c) creative
- d) none of these

55. Diversity in the workplace should start with _____,

- a) owners
- b) employees
- c) subordinates
- d) supervisors**

56. Employers who fail to do so are likely to experience _____ reduced productivity

- a) support
- b) conflict**

- c) unity
- d) none of these**

57. Companies should hold diversity _____ sessions to reinforce policies and encourage appropriate behavior.

- a) talking
- b) training**
- c) working
- d) investment

58. _____ helps new employees to become familiar with the company

- a) recruitment
- b) selection
- c) transfer
- d) orientation**

59. Organisation must develop _____ cultural training programmes

- a) cross**
- b) straight
- c) mid
- d) none of these

60. the goal of _____ approach is to create a company that truly provides equal opportunity for people of diverse backgrounds

- a) brand image
- b) affirmative action**
- c) culture of acceptance
- d) none of these

61. Diversity is _____ in order to maintain a competitive business advantage.

- a) comparative
- b) optional
- c) imperative**
- d) none of these

62. It is incumbent upon organizations to capitalize on the _____ of our diversity

- a) richness**
- b) hollowness
- c) worthiness
- d) none of these

63. Success in workforce diversity begins with an active and visible _____ by senior leaders.

- a) detachment
- b) commitment**
- c) separation
- d) agreement

64. Demographic shifts create _____ in organizations.

- a) calmness
- b) aloofness
- c) tension**
- d) none of these

65. Diversity can be _____ or perceived differences between people.

- a) artificial
- b) varied
- c) real**
- d) similar

66. _____ is more complex than simply noticing the diversity or differences that exist in society.

- a) multiculturalism**
- b) monoculturalism
- c) biculturalism
- d) none of these

67. _____ diversity is about understanding the differences that exist within and between different countries.

- a) local
- b) regional
- c) global**
- d) none of these

68. Poorly designed training programs are _____ to the promotion of diversity in MNCs.

- a) most productive
- b) counterproductive**
- c) cost productive
- d) none of these

69. Many firms prefer diverse teams because they often perform better than _____ teams.

- a) homogenous**
- b) indigenous
- c) heterogenous
- d) none of these

70. Businesses and companies that fail to foster inclusive workplaces experience have _____ turnover rates.

- a) lower
- b) basic
- c) higher**
- d) best

71. with aging population and more people delaying retirement _____ discrimination is gaining attention.

- a) gender
- b) racial
- c) age**
- d) religious

72. With unemployment at a low, there's a general _____ shortage.

- a) **talent**
- b) labour
- c) money
- d) none of these

73. Industry experts argue the most effective way to move the needle on diversity is to create ____ personal

- a) profitability
- b) feasibility
- c) **accountability**
- d) none of these

74. The boundaries between workplace and political movements are _____

- a) increasing
- b) **blurring**
- c) widening
- d) enhancing

75. _____ or webcasts enable businesses to ensure that staff is always connected.

- a) seminar
- b) manuscript
- c) **webinar**
- d) none of these

76. Teams characterised by diversity have the capability to access _____ networks of relationships.

- a) narrower
- b) **broader**
- c) slimmer
- d) none of these

77. There may be times when employees' _____ beliefs clash with the organization's diversity policies.

- a) cultural
- b) financial
- c) **religious**
- d) none of these

78. Discrimination on the basis of _____ is not prohibited under the law for those involved in the private sector.

- a) religion
- b) **sex**
- c) class
- d) Language