

## 1.6 SELF-ASSESSMENT QUESTIONS

The following questions will help you to assess your progress and determine what outcomes/competencies have resulted from your study of the material in this learning unit. These questions will be reflected in assignment and examination questions.

- (1) Valuing diversity emphasises \_\_\_\_\_
1. occupational advancement strategies and interventions.
  2. beliefs and values regarding affirmative action.
  3. **the awareness, recognition, understanding and appreciation of human differences.**
  4. interventions and strategies based on the belief that there is nothing more unequal than the equal treatment of unequals.
  5. improving work performance and employee morale.
- (2) Managing diversity refers to a strategic organisational approach to \_\_\_\_\_
1. **manage organisational culture change and empower the entire work force.**
  2. create an atmosphere in which all employees feel valued and accepted.
  3. enhance personal empowerment and strip away stereotypes.
  4. transform the social and economic environment of the organisation.
  5. empower black employees to increase their managerial skills and abilities.
- (3) Which of the following also comprise those differences that are likely to evoke responses such as bias, prejudice and stereotypes amongst people?
1. Secondary dimensions of diversity
  2. Individual differences of diversity
  3. Intergroup differences of diversity
  4. **Primary dimensions of diversity**
  5. Group dimensions of diversity
- (4) Which of the following refers to a business strategy aimed at transforming the social and economic environment?
1. Managing diversity
  2. Valuing diversity
  3. Employment equity
  4. **Affirmative action**
  5. Organisational diversity
- (5) Programmes such as literacy training, quality education, accelerated on-the-job training and mentorship are all examples of \_\_\_\_\_ interventions.
1. diversity valuation
  2. diversity management
  3. affirmative action
  4. employment equity
  5. **black advancement**