

5.6 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) Which of the following refers to an individual's personal affiliation to a group of people with whom he/she shares certain common social or cultural characteristics?
 1. Stereotype
 2. **Group identity**
 3. Self-concept
 4. Diversity dynamics
 5. Group affiliation

- (2) 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**

- (3) Which of the following can be regarded as a source of resisting change?
 1. **The fear of failure and fear of the unknown.**
 2. Familiar situations that make us feel secure and stable.
 3. The tendency to adjust our accustomed ways and responses because change is inevitable.
 4. People's knowledge about whether they will succeed or be regarded as successful in a new situation.
 5. People with a low need for security and job status.

- (4) Diversity management is best studied from which of the following approaches?
 1. Human-relations approach
 2. Organisational-developmental approach
 3. Labour relations approach
 4. Strategic and operational approach
 5. **Systems approach**

- (5) Attribution theory describes _____

1. how people perceive others and situations based on what they value.
2. the unique characteristics of the individual such as values, beliefs and norms.
3. **the process by which people ascribe causes to the behaviour they perceive.**
4. the existence of human behaviour.
5. what we value and believe as opposed to what others value and believe.