

6.6 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) In achievement-oriented cultures, accomplishment serves as the basis for _____
1. **an individual's identity and the status he/she is accorded by others.**
 2. factors that are beyond an individual's control including inherited wealth or title.
 3. respect for superiors and the wisdom that comes with age.
 4. showing empathy and respect for the feelings of others.
 5. direct communication regarding tasks and outputs that have to be achieved.
- (2) This diversity approach seeks to ensure that the relationships between the people in a specific mix are appropriately respectful, harmonious and sensitive.
1. Attribute diversity
 2. **Understanding differences**
 3. Representation with a numerical focus
 4. Managing workforce diversity
 5. People focus

(3) According to Agars and Kottke (2004), in what type of organisation will one find limited dependence from subordinates on supervisors and a preference for consultation and participative decision making?

1. A high power distance organisation
2. An autocratic organisation
3. A democratic organisation
4. **A low power distance organisation**
5. An organisation with female leadership

(4) What type of manager would establish a unique relationship with each subordinate in order to reach private understandings about work-related matters?

1. An achievement-oriented manager
2. A manager with a participative style
3. A universalist manager
4. **A particularist manager**
5. A low power distance manager

(5) Which of the following is an example of micro skills that are required for managers to manage diversity effectively?

1. Conflict management
2. Role modelling
3. Feedback-seeking
4. Interpersonal skills
5. **Patience**