

2.10 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) Bottom-up affirmative action is characterised by _____
1. **power primarily obtained through personal growth and work skills development.**
 2. power primarily obtained through positional advancement.
 3. productivity losses as a result of displacement procedures such as retrenchment.
 4. quotas and time limits for organisations through some form of financial reward.
 5. a culture of value tolerance among the different culture groups.
- (2) According to the _____, black workers could only aspire to managerial positions in the homelands, where there were few opportunities.
1. osmosis model
 2. continuum model
 3. escalator theory
 4. **apartheid model**
 5. expectancy theory
- (3) In which of the following paradigms were social investment programmes a priority that acted as an important vehicle for empowering the historically disadvantaged to participate fully in the economy and the organisation's activities?
1. Top-down affirmative action paradigm.
 2. Black advancement paradigm.
 3. Managing diversity paradigm.
 4. Equal opportunity paradigm.
 5. **Bottom-up affirmative action paradigm.**
- (4) According to the _____ paradigm, modernisation focus is characterised by the assumption that black employees had to develop western attributes, beliefs and behaviour.
1. black advancement
 2. **paternalistic**
 3. affirmative action
 4. equal opportunity
 5. managing diversity

(5) In which of the following paradigms is affirmative action enforced through legislation?

1. Equal opportunities
2. Black advancement
3. **Top-down affirmative action**
4. Bottom-up affirmative action
5. Managing diversity