

7.7 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) Various obstacles and barriers have been identified that can cause a diversity programme to fail. Which of the following is one of the pitfalls?

1. **Racism**
2. Leadership
3. Policies
4. Globalisation
5. Organisation structures

(2) Which of the following explains why diversity initiatives have failed, specifically in the South African context?

1. **Diversity training is initiated from a social and moral responsibility.**
2. Diversity training is based on sound business reasoning.
3. Diversity training has management support and its commitment.
4. Customised diversity training programmes are designed and implemented.
5. Diversity training initiatives have follow-ups to determine their impact.

(3) Which of the following fears is typical of white employees and inhibits the effective management of diversity?

1. **Fear of nationalisation**
2. Fear of tokenism
3. Fear of co-option
4. Fear of victimisation

5. Fear of window-dressing

(4) Which of the following represents one of the generic fears among black people that inhibit the effective management of diversity?

1. Fear of poor standards

2. **Fear of co-option**

3. Fear of retribution

4. Fear of losing jobs

5. Fear of nationalisation

(5) One of the obstacles to implementing diversity include _____

1. employee grievances.

2. **window dressing.**

3. high error rates.

4. lower morale.

5. less motivation.