Diversity in Organizations 5th edition Bell Test Bank

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Name:_____ Class:_____ Date:_____

Chapter 01: Introduction

1. The term "ethnicity" refers to
   a. differences between Hispanics and Asians.
   b. a shared national origin or a shared cultural heritage.
   c. biological differences identifiable by scientists.
   d. race.

ANSWER: b

2. The U.S. Supreme Court used the research of Patricia Gruin that identified the benefits of a diverse learning environment for students in its decision in favor of portions of which university's diversity programs?
   a. University of Idaho
   b. University of Texas
   c. University of California
   d. University of Michigan

ANSWER: d

3. According to the text, which statement is true of the demographic makeup of the workforce?
   a. Overall, women participate at higher rates in the workforce than men.
   b. Black women participate at lower rates in the workforce than other women.
   c. More than half of Whites participate in the workforce.
   d. Hispanic and Asian men participate in the workforce at lower rates than other men.

ANSWER: c

4. The "value in diversity" perspective may lead to
   a. worse exit interviews.
   b. lost productivity while positions are unfilled.
   c. higher recruiting costs.
   d. greater organizational competitiveness.

ANSWER: d

5. Johnston and Packer's 1987 research on the changing demographics of workers in the twenty-first century resulted in
   a. a decrease in minorities and women entering the workforce.
   b. a lack of concern about how workplaces managed diversity in their workforces.
   c. concern about how to "manage" the increasing diversity and how to capitalize on it.
   d. a lack of future action in managing workplace diversity.

ANSWER: c

6. Which of the following is a negative outcome that may arise from increased diversity?
   a. Discrimination
   b. Increase in organizational attachment, commitment, and job satisfaction
   c. Perceptions that the workplace is values diversity
   d. Decrease in cross-race interactions

ANSWER: a

7. Individual benefits of working and learning in diverse environments that have been documented by researchers include

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a. being more open to the perspective of others.
b. being less support for race-based initiatives.
c. seeing diversity as being divisive but inevitable.
d. being less tolerant of sexual minorities.

ANSWER: a

8. One advantage to being an inclusive organization is that it can help the organization compete for which types of employees?
a. The most experienced employees
b. Employees that have diverse educational backgrounds
c. The best employees from all backgrounds.
d. Employees from competitors

ANSWER: c

9. Each group's (e.g., racial group, gender) level of education
a. affects their opportunities for and actual advancement.
b. does not affect their incomes.
c. affects their employment opportunities the same as every other group.
d. does not affect whether and where its members are employed.

ANSWER: a

10. Which statement accurately describes research on the performance of diverse groups compared with homogeneous groups?
a. Initially, homogenous groups underperform diverse groups.
b. Over time, diverse groups perform increasingly worse compared to homogenous groups.
c. Over time, the performance of diverse groups exceeds the performance of homogeneous groups.
d. There is no difference in the performance of diverse and homogeneous groups, either initially or over time.

ANSWER: c

11. When it comes to attracting and retaining employees from various backgrounds
a. organizations that discriminate may have higher compensation costs because they draw from a larger pool of workers.
b. if an organization develops a reputation for valuing only a subset of workers, those preferred workers will tell their friends from similar identity groups, thus increasing the overall number of potential applicants and workers.
c. recruitment advertisements featuring heterogeneous workers do not affect minorities' desire to work for an organization.
d. if an organization develops a reputation for valuing all types of workers, this will increase the organization's ability to compete for employees.

ANSWER: d

12. What are identity groups?
a. Groups that are not related to historical disparities among groups in treatment, opportunities, and outcomes
b. Collectivities people use to categorize themselves and others
c. Characteristics of individuals that are not easily identifiable

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d. Social groups that have no personal meaning

ANSWER: b

13. Which of the following is true of group membership categories?
    a. Group membership categories must be entered into by choice.
    b. All of an individual's group membership categories will change over time.
    c. Since we're all "diverse," multiple group memberships make diversity less important to everyone.
    d. Some group membership categories are immutable, but some may change over one's lifetime.

ANSWER: d

14. Which of the following is true about demographic changes around the world?
    a. In some countries, the workforce is shrinking.
    b. Developing countries are providing few workers for other countries.
    c. More younger workers are being added to the U.S. workforce than in the past.
    d. Women face less discrimination and harassment in the workplace.

ANSWER: a

15. Cedric Herring's research on diversity found that
    a. diversity had a slightly negative impact on organizational functioning.
    b. there was little support for the hypothesis that diversity benefits organizations.
    c. racial diversity was associated with increased sales revenue and more customers.
    d. gender diversity was associated with greater relative profits, while racial diversity was not.

ANSWER: c

16. Despite the amount of media attention focusing on lawsuits and damage settlements, an organization's likelihood of being sued is relatively small.
    a. True
    b. False

ANSWER: True

17. Diversity without a supportive climate can result in negative consequences in an organization.
    a. True
    b. False

ANSWER: True

18. Employment discrimination occurs when personal characteristics of applicants and workers that are related to productivity are valued in the labor market.
    a. True
    b. False

ANSWER: False

19. Diversity and inclusion are beneficial only to members of certain groups.
    a. True
    b. False

ANSWER: False

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20. The unemployment rates are the same for each racial group.
    a. True
    b. False
ANSWER: False

21. Developing nations are increasingly being seen as sources of new workers for many countries that have historically resisted immigration.
    a. True
    b. False
ANSWER: True

22. The costs of doing a poor job in integrating workers from different backgrounds can be very high.
    a. True
    b. False
ANSWER: True

23. Equity refers to the distribution and provision of resources to achieve a fair or just outcome.
    a. True
    b. False
ANSWER: True

24. The number of discrimination charges filed with the EEOC averages nearly 500,000 per year.
    a. True
    b. False
ANSWER: False

25. Research indicates that effective management of diversity is associated with stock prices.
    a. True
    b. False
ANSWER: True

26. After learning to interact with each other, diverse groups tend to develop more and higher-quality solutions to problems than homogenous groups do.
    a. True
    b. False
ANSWER: True

27. Being supportive of diversity can sometimes result in organizations facing boycotts and negative publicity from those who are resistant to diversity.
    a. True
    b. False
ANSWER: True

28. People who are not personally affected by discrimination may find overt discrimination and other negative behaviors morally offensive.

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a. True
b. False

ANSWER: True

29. The unemployment rate for African Americans is often higher than for any other racial group.
a. True
b. False

ANSWER: True

30. The unemployment rate for White Americans is often higher than the rate for African Americans.
a. True
b. False

ANSWER: False

31. What term refers to one's position in the economic system of production, distribution, and consumption of goods and services in industrial societies?
a. Ethnicity
b. Social class
c. Identity group
d. Diversity class

ANSWER: b

32. People with similar productive characteristics sometimes experience differences in rewards.
a. True
b. False

ANSWER: True

33. Some believe that societal resources are distributed exclusively or primarily on the basis of individual merit. What is the term for this belief?
a. Belief of equality
b. Myth of equality
c. Belief of meritocracy
d. Myth of meritocracy

ANSWER: d

34. Law professor Kimberle Crenshaw pointed to the U.S. court system's unwillingness to consider the multidimensionality of Black women's experiences that results from the combination of race and sex discrimination. This is an example of what concept?
a. Radicalized harassment
b. Multidimentional meritocracy
c. Intersectionality
d. Structural racism

ANSWER: c

35. If a man identifies as male and this is consistent with their sex assigned at birth, which of the following terms would

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describe that person?

a. Cisgender
b. Transgender
c. Sexual gender
d. Diverse gender

ANSWER: a

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