Managing Diversity in Organizations - A Global Perspective 1st edition Triana Test Bank

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Chapter 2: Diversity Theories

1. The statement "Hispanics are lazy and like to drink beer" is an example of…

    A. prejudice
    B. discrimination
    C. stereotyping
    D. social dominance theory

Answer: C. Answer is found in the section immediately after the Opening Case. Stereotyping is a generalization about a group or its members.

2. The statement "I don't like my neighbor because he is middle aged and White" reflects…

    A. prejudice
    B. discrimination
    C. stereotyping
    D. modern racism

Answer: A. Answer is found in the section immediately after the Opening Case. The speaker is **taking a generalization/stereotype** about middle-aged White males and **applying** it to a specific person, his/her neighbor, **on the basis of** the neighbor's **group affiliation.** This is a racist attitude.

3. Determine the appropriate category for the following statement: "This candidate qualified for the accounting position, but she is biracial. I don't want biracial people in my company because they can't be trusted."

    A. prejudice
    B. discrimination
    C. stereotyping
    D. a personal opinion

Answer: B. Answer is found in the section immediately after the Opening Case. The speaker's statement describes an **action or undesirable treatment** toward an individual because of her group affiliation. This is **more than** prejudice. **The action** of rejecting the applicant for a position for which she qualifies constitutes discrimination.

4. Determine which of the following diversity theories best explains the treatment directed at the young biracial teenage girl described in the opening case.

    A. realistic group conflict theory
    B. similarity-attraction theory
    C. social identity theory
    D. social categorization theory

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Answer: D (the young girl is being categorized by her demographics). Answer is found in the section "Social Categorization Theory."

5. The following are components of Social Categorization Theory **except**…

   A. Social categorization is a natural process that serves a functional purpose for people.
   B. Social categorization explains why people react as they do in the face of scarcity.
   C. Social categorization is a source of the individual's self-concept and self esteem.
   D. Social categorization is the grouping of people based on demographic characteristics.

Answer: B. Answer is found in the section "Social Categorization Theory."

6. According to Realistic Group Conflict Theory, a solution to intergroup conflict may be to…

   A. provide different group goals for different groups
   B. create additional managerial opportunities for the different groups
   C. provide superordinate goals for the groups
   D. create more opportunities for group success

Answer: C. Answer is found in the section "Social Categorization Theory."

7. From the perspective of Social Categorization Theory, determine which of the following could be a result of intergroup conflict.

   A. intragroup morale may increase
   B. intragroup disagreements may increase
   C. intergroup empathy may increase
   D. intergroup communication may increase

Answer: A. Answer is found in the section "Social Categorization Theory."

8. Select the statement that does not fit the description of Social Identity Theory.

   A. Social Identity Theory explains why individuals choose group memberships.
   B. Social Identity Theory explains why individuals create stereotypes.
   C. Social Identity Theory explains that social categorization forms the basis of social identity.
   D. Social Identity Theory explains why there is conflict when land and money are scarce.

Answer: D because Social Identity Theory does not seek to explain the outcomes of scarce resources.

9. The case of the British-Iranian woman in the Global View who was put in jail for attending a men's sporting event exemplifies…

   A. the realistic group conflict theory

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B. the similarity-attraction theory
C. the relational demography theory
D. the critical race theory

Answer: A. Answer is found in the section "Social Categorization Theory." The clash between the protesters and the Iranian government was the result of the lack of power on the part of the former. The protesters were, in essence, exerting power, albeit limited, to oppose full gender segregation.

10. All of the following could be outcomes of similarity-attraction and relational demography effects except for…

A. in-groups and out-groups are formed
B. uncertainty is reduced for team members
C. the team will be more creative
D. team members will be more cohesive

Answer: C. Answer is found in the section "Similarity Attraction and Relational Demography." If teams become more homogenous due to similarity effects, they will tend to be less creative.

11. As people have been exposed to ideas promoting inclusion, laws against discrimination and a change in discriminatory attitudes have taken place resulting in …

A. a reduction in old-fashioned blatant racism
B. an increased awareness that it is wrong to have and express racist feelings
C. subtle discrimination and subconscious discrimination
D. all the above

Answer: D. Answer is found in the section "Modern Racism and Modern Sexism."

12. The efforts by the University of Guadalajara to empower the Wixárita people and preserve both their culture and their language exemplifies…

A. the modern racism theory
B. the aversive racism theory
C. low social dominance orientation
D. high social dominance orientation

Answer: C. Answer is found in the section "Social Dominance Theory."

13. Which of the following diversity theories respectively tell that racism is endemic in the United States and that it is manifested in subtle, subconscious ways?

A. social categorization theory and real group conflict theory
B. modern racism theory and critical race theory
C. social identity theory and similarity attraction theory

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D. social dominance theory and social categorization theory

Answer: B. Answer is found in the sections “Modern Racism and Modern Sexism” and “Critical Race Theory.”

14. The status construction theory would explain that…

A. because resources are limited, the Burmese majority is afraid that Myanmar’s ethnic groups will demand more resources and, therefore, they were not invited to welcome the East Asia Summit dignitaries.
B. because there is a correlation between resources and characteristics, the Burmese majority may have developed a subconscious association between Myanmar’s ethnic groups’ lack of resources and their actual abilities resulting in the latter’s exclusion from the welcoming ceremony.
C. race is a self-serving category created to categorize people according to observable characteristics and that the various Myanmar ethnic groups have been racialized by the Burmese majority for the purpose of marginalizing them and excluding them from events such as the East Asia Summit.
D. the Burmese majority is demonstrating high social dominance orientation and therefore must maintain their elevated status by preventing Myanmar’s many ethnic groups from having equal representation in the East Asia Summit.

Answer: B. Answer is found in the section “Status Construction Theory.”

15. The University of Guadalajara established a radio station for the Wixárita people in their language because...

A. it wanted to demonstrate good will toward the Wixaritari by correcting a social wrong perpetrated upon these people.
B. it was seeking to assist in preserving the language and culture of the Wixaritari and, at the same time, encourage them to continue their education.
C. it noticed an opportunity to position itself as a source of information for additional radio listeners and thus increase its ratings and sponsors.
D. it was seeking to expand its customer base by providing services to an untapped market that would bring a much needed source of revenue to the university.

Answer: B. Answer is found in the section “Global View: Mexico.”

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