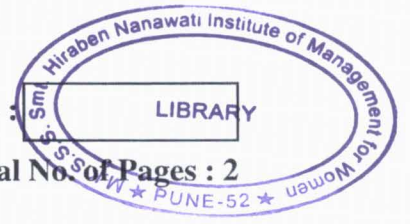


Total No. of Questions : 5]

PE-12127

SEAT No. :

[Total No. of Pages : 2



[6551]-847

S.Y. M.B.A.

HRM 613 MJ : DIVERSITY & INCLUSION
(2024 Pattern) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question carries equal marks.*

Q1) Answer any 5 out of 8 (2 marks each) :

[10]

- a) Define intersectionality with an example.
- b) What is the difference between equity and equality?
- c) State any two inclusive behaviours observed in workplaces.
- d) What is psychological safety?
- e) Define systemic racism in the context of workplaces.
- f) Describe psychological safety in an inclusive workplace.
- g) What do you mean by the social model of disability?
- h) List any two types of unconscious biases.

Q2) Solve any two :

[10]

- a) Explain the visible and invisible dimensions of diversity with examples.
- b) Explain the importance of respectful communication in creating an inclusive culture.
- c) Explain the impact of unconscious bias on recruitment and promotion decisions.

P.T.O.

Q3) Solve any one :

[10]

- a) Explain the various theoretical frameworks of Diversity & Inclusion, including Social Identity Theory and Contact Theory. Discuss their relevance in modern organizations.
- b) Explain the concept of workplace micro aggressions. Discuss their impact on employee mental health, productivity, and inclusion.

Q4) Solve any one :

[10]

- a) Examine the challenges of managing age and generational diversity. Discuss strategies organizations can use to enable intergenerational collaboration.
- b) Evaluate the importance of equity, equality, and inclusion in building a psychologically safe workplace culture.

Q5) Solve any one :

[10]

- a) Develop a strategy to increase communication between different generations working in the organization.
- b) A multinational company notices that employees from lower socio-economic backgrounds hesitate to participate in meetings due to fear of judgement. As the HR Manager, propose an inclusive strategy to build psychological safety and belonging for these employees.
