

Question Paper

Set – 1

1. Which among the following is the highest level need under Need Hierarchy Theory of Motivation?

1. Physiological Need
2. Safety and Security Needs
3. Social Needs
4. Self-esteem Needs
5. Self Actualization Needs

2. According to Maslow's need hierarchy theory motivation, the lower level of human needs emanates from _____

1. Need of maintaining a given economic level
2. Needs like food, clothing, shelter, air, water
3. Need of individuals to associate, belong with others
4. Need for power, self respect, autonomy, self confidence,
5. Need of sense of achievement

3. Which among the following is not a deficiency need that arises due to deprivation?

1. Physiological Need
2. Safety and Security Needs
3. Social Needs
4. Self-esteem Needs
5. Self Actualization Needs

4. Which among the following is the correct order of Maslows' Need Hierarchy Theory of Motivation starting from lower to higher level need?

1. Safety and Security Needs, Physiological Need, Social Needs, Self-esteem Needs, Self Actualization Needs
2. Social Needs, Physiological Need, Safety and Security Needs, Self-esteem Needs, Self Actualization Needs
3. Physiological Need, Safety and Security Needs, Social Needs, Self-esteem Needs, Self Actualization Needs

4. Self Actualization Needs, Physiological Need, Safety and Security Needs, Social Needs, Self-esteem Needs
5. Safety and Security Needs, Physiological Need, Social Needs, Self Actualization Needs, Self-esteem Needs

5. What does the concept of diversity in the workplace refer to?

- a. Physical differences among employees
- b. Social differences among employees
- c. Historical differences among groups
- d. Managerial difference among employees

6. The mainstream approach to Diversity Management supports:

- a. The business case
- b. The social justice approach
- c. A radical approach to equal opportunities
- d. Affirmative action

7. The HR function can promote equality and inclusion by:

- a. Employing people of different races
- b. Collecting information about employees' gender, race, religion, sexuality and ethnic group
- c. Providing diversity training to all employees
- d. Publishing the organisation's demographic data

8. Increasing pressure for greater work equality and inclusion are the result of:

- a. Globalisation
- b. Large immigration movements to western countries
- c. The existence of race, gender, class, sexual and other inequalities resulting from historical and social systems such as slavery, colonialism, patriarchy, capitalism and so on
- d. Limited availability of work opportunities

9. Organisational Diversity Initiatives should fit in with the:

- a. Organisational brand
- b. Organisational culture
- c. CSR strategy
- d. Corporate structure

10. The HR function should be responsible for the organisation's equality and diversity strategy because:

- a. It involves experts in the management of people
- b. It can easily coordinate activities across the whole organisation
- c. It can buttress the integration of equality and diversity across the different areas of the business
- d. It has direct access to the demographic of the organisation

11. A SWOT analysis looks at?

- a. The Internal Factors only
- b. The external factors only
- c. Both internal and external Factors
- d. None of the above

12. If you wanted to look at factors out of control of the business which may affect it you would look at:

- a. Strengths and Weaknesses
 - b. Outsiders or Threats
 - c. Strengths and Threats
 - d. Opportunities and Threats
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