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Anushka Dutta

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KEFA

- Q1) 5. Self actualization needs
Q2) 2. Needs like food, clothing, shelter, air, etc.
Q3) 5. Self actualization
Q4) 3.
Q5) 6.
Q6) a.
Q7) c. Providing diversity training
Q8) c.
Q9) b. Organisational culture
Q10) c.
Q11) c. Both internal + external
Q12) d. Opportunities + threats

KEB-B

- Q1) Maslow's hierarchy of needs is a charted set of human requirements that are important for an individual to achieve complete development and self-actualization. It is a motivational theory in psychology, represented by 5-tier model of human needs, often depicted by as hierarchical levels within a pyramid. The order begins with the most basic

Q2

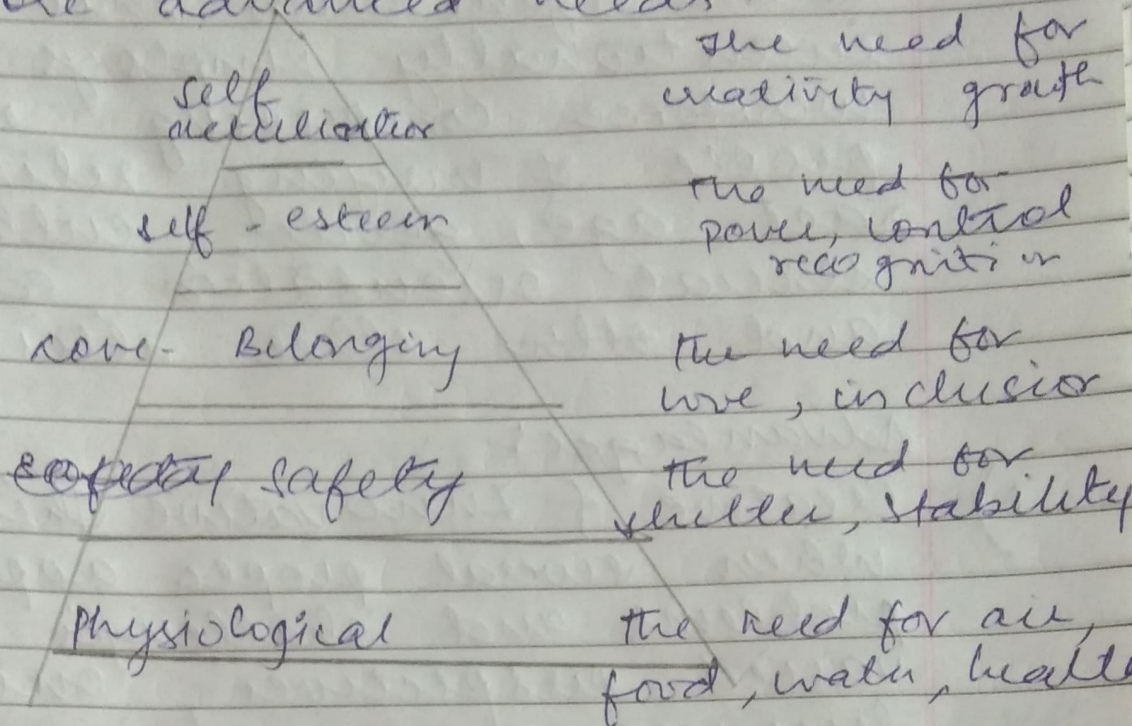
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needs before moving on to more advanced needs.



Maslow's hierarchy of needs was an in psychology proposed by Abraham Maslow.

In this above hierarchial order one needs to complete the lower step and then fulfill the above.

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Q2) Diversity at workplace refers to an organization that intentionally employs a workforce comprising of people of varying religion, race, age, gender, ethnicity, sexual orientation, education and other other attributes.

Advantages:

- 1) Creative & Innovative Thinking
When several people approach problems and challenges from varied perspectives, one discovers more creative solutions. Diversity increases innovation and improves market growth.
- 2) Cross-cultural understanding
Cross cultural understanding creates a better working environment and a better world. Diverse work groups improve internal climates.
- 3) Increased profits
Companies with a diverse workforce make better decisions faster, which gives them a advantage over competitors.

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As a result there is better results and more profit.

- 4) Increased employee retention
Diversity and inclusion in the workplace help all employees to feel accepted and valued and hence stay longer.
- 5) Better company reputation
- 6) Improved hiring

Disadvantages / Limitations

1. Difficulty in transitioning:
Due to culture collides ~~they~~, there may be misinterpretation of meanings. Old ways of thinking may cause ~~prejudice~~ prejudices.
2. Diverse groups are shown to be less integrated and have a higher level of dissatisfaction.
3. Increasing dissatisfaction cause miscommunication.
4. Diversity can link to conflict, discrimination and lower performance.