



FACULTY OF MANAGEMENT EXAMINATION 1

DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT

Honours in HRM, HRD & ERM

SUBJECT : DIVERSITY MANAGEMENT

CODE : DVB09X7

DATE : 13 JUNE 2014

DURATION : 3 HOURS

TOTAL MARKS : 90

EXAMINER(S) : Prof A BOSCH

MODERATOR : Prof M MAY (Unisa)

NUMBER OF PAGES : 3 PAGES

INSTRUCTIONS TO CANDIDATES:

- Please hand in your question paper and your answer scripts separately.
 - This is a closed book assessment.
 - Number your answers clearly. Draw a line through the page below each question to demarcate one question from the next.
 - Write neatly and legibly on both sides of the paper in the answer book, starting on the first page.
 - Structure your answers by using appropriate headings and sub-headings.
 - The general University of Johannesburg policies, procedures and rules pertaining to assessments apply to this assessment.
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QUESTION 1

Provide a definition of diversity. (5)

QUESTION 2 (20)

State the purposes of the following Acts/Bills:

2.1 Basic Conditions of Employment Act of 1997

2.2 Employment Equity Act 55 of 1998

2.3 Broad Based Black Economic Empowerment Act 53 of 2003

2.4 Women Empowerment and Gender Equality Draft Bill of 2012

2.5 Why are the Acts/Bills mentioned under points 2.1 to 2.4 necessary in the South African context?

QUESTION 3

When issues of diversity are discussed in the workplace, people make use of various tactics of the power of opinion to diminish the importance of the issue being raised. Discuss these tactics. (12)

QUESTION 4

Why isn't it enough to just acknowledge the ways in which people are the same? (6)

QUESTION 5

Explain diversity within a grouping of white males by referring to at least seven characteristics that distinguish white males from each other. (14)

QUESTION 6

One of the criticisms of Affirmative Action is that a second wrong does not correct the first wrong i.e. discriminating lawfully does not make discrimination in general right. Do you agree with the statement? Motivate your answer. (10)

QUESTION 7

How could an employee go about raising an issue of potential discrimination in the workplace, without reprisal? (8)

QUESTION 8

What mechanisms should an organisation have to effectively deal with diversity issues? (15)

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