



**FACULTY OF MANAGEMENT  
MAIN EXAMINATION**

**DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND PEOPLE  
MANAGEMENT**

**Honours in HRM, HRD & ERM**

---

**SUBJECT** : DIVERSITY MANAGEMENT

**CODE** : HRM8x08

**DATE** : 26 NOVEMBER 2016

**DURATION** : 3 HOURS

**TOTAL MARKS** : 100

---

**EXAMINER(S)** : Prof Wilfred I. Ukpere

**MODERATOR** : Prof Chux Iwu

**NUMBER OF PAGES** : 4 PAGES

---

**INSTRUCTIONS TO CANDIDATES:**

- Question papers must be handed in.
  - This paper consists of Section A and B. Please answer all the questions in section A and answer 4 out of the 6 questions in Section B.
  - This is a closed book assessment.
  - Read the questions carefully and apply critical thinking.
  - Number your answers clearly.
  - 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 written assessments apply to this assessment.
-

- *Physically challenged employees are excluded from certain activities*
- *Some managers feel that diversity issues should be separated from operational issues, and that only the HR department should deal with diversity.*

*You are convinced that there are many other issues that also need attention. You also realise that the management of Terry's Appliances has failed to establish a culture that is appreciative of diversity. You inform senior management that you would like to schedule a meeting with them to discuss a best practice model for the establishment of a culture that values diversity. To your surprise, one of the male managers suggests that you finish the meeting with a round of golf at the nearest country club". From the above case study answer the questions that follow:*

1.1 Comment on the situation and suggest a plan of action to establish a culture that will value diversity. [10 Marks]

1.2 What is gender discrimination [5 Marks]

## **Question 2 [15 Marks]**

List 15 different categories that reflect the diversity of employees.

## **QUESTION 3 [15 Marks]**

According to MT Johnson (2011), "Diversity is seeing the differences, distinctions, and dividing lines of others with a soft gaze but with clear vision" Based on the above definition answer the following questions:

3.1 Critically evaluate the above definition [7 Marks]

3.2 List what is diversity not, and explain them [8 Marks]

## **QUESTION 4 [15 Marks]**

State the purposes of the following Acts/Bills:

4.1 Broad Based Black Economic Empowerment Act 53 of 2003 [4 Marks]

4.2 Basic Conditions of Employment Act of 1997 [3 Marks]

4.3 Women Empowerment and Gender Equality Draft Bill of 2012 [4 Marks]

4.4 Employment Equity Act 55 of 1998 [4 Marks]

## **QUESTION 5 [15 Marks]**

“For the fact that men and women work together, there is a huge issue of how they can work better together without triggering sexual harassment complaints” Based on the above statement provide answers to the follow questions:

5.1 What do you understand by the term Sexual Harassment? When does it occur? [7 Marks]

5.2 What are the three critical conditions for sexual harassment cases? [3 Marks]

5.3 List and discuss the preventative step against Sexual harassment in organisation [5 Marks]

## QUESTION 6

[15 Marks]

How could an employee go about raising an issue of potential discrimination in the workplace?

[10 Marks]

What do you understand by the term gender stereotype? [5 Marks]

---

--//oo00oo\\--