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DSEBB606

VI Semester B.B.A. Degree Examination, June/July - 2026

(NEP Scheme, Freshers)

BUSINESS ADMINISTRATION

Cultural Diversity at Work Place

Paper : HRM -2 (6.4)

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Time : 2½ Hours Maximum Marks : 60

Instructions :

All the answers should be written only in English.

SECTION - A

I. Answer any Five questions, each question carries 2 marks. (5×2=10)

1. a) What is GLOBE Study?
   b) What is cross-cultural management?
   c) Define dehumanization.
   d) What is Oppression?
   e) How do you define Global diversity?
   f) Define multicultural organization.
   g) Give the meaning of Stereotype.

SECTION - B

II. Answer any Three questions, each question carries 4 marks. (3×4=12)

2. Analyze the evolution of diversity management.
3. Analyze the cultural differences found in workplaces.
4. Explain the benefits of multicultural teams.
5. Briefly analyze Schwartz value survey framework regarding cultural diversity.
6. Analyze Social, psychological perspective on work force diversity.

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SECTION - C

III. Answer any Three questions. Each question carries 10 marks. (3×10=30)

7. Explain the general models of diversity in organizations.

8. Briefly explain how an Organizational assessment is conducted and benefits derived by organizational assessment.

9. Explain how prejudice, discrimination and oppression disturb the smooth functioning of workplace.

10. Discuss emerging workforce trends in diversity management.

11. Explain the advantages and challenges of diversity management.

SECTION - D

IV. Answer any One question. This question carries 8 marks. (1×8=8)

12. a) Explain the challenges faced by HR Managers regarding cultural diversity in workplace and solution to overcome the challenges.

(OR)

b) . A global IT company has employees working from different regions like India, US and Europe. While having people from different backgrounds brings fresh ideas and creativity, it also creates some everyday challenges. Team members struggle with different time zones making it hard to schedule meetings. Communication is not always clear due to cultural differences and language styles. Because of this trust between team members is not very strong. As a result work gets delayed, deadlines are missed and small misunderstandings sometimes turn into conflicts.

Questions:

i) How do differences in culture affect the way team members communicate and work together in such global teams?

ii) What practical steps can the company take to improve teamwork, build trust and complete work on time?