

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086
(For candidates admitted during the academic year 2023 -2024)

M.A. DEGREE EXAMINATION, NOVEMBER 2023
HUMAN RESOURCE MANAGEMENT
FIRST SEMESTER

COURSE : ELECTIVE
PAPER : WOMEN AND WORKSPACE
SUBJECT CODE : 23HR/PE/WW15
TIME : 3 HOURS

MAX. MARKS : 100

Q. No.	SECTION A	CO	KL
	Answer ALL in 50 words (10x2= 20 marks)		
1	What are the components of women's work?	1	1
2	What is gender mainstreaming?	1	1
3	What are the core principles of liberal feminism?	1	1
4	Define Women's Empowerment.	1	1
5	State the objectives of Equal Remuneration Act 1976.	1	1
6	What is glass ceiling concept?	1	2
7	State two key rights of women with reference to employment.	1	2
8	What are the rules for maternity benefit in 2017?	1	2
9	What is "triple role burden" in the workspace?	1	2
10	What is the type of female discrimination?	1	2
Q. No.	SECTION B	CO	KL
	Answer any TWO questions from each K level not exceeding 600 words. (4X10=40 marks)		
11	State the concept of gender sensitization and its importance in promoting gender.	2	3
12	Identify and explain the three important landmarks of the women's movement in India.	2	3
13	Explain the significance of enhancing female labor force participation.	2	3
14	Discuss the constitutional and legal provisions in India that safeguard and promote women's rights with respect to employment.	3	4
15	Describe the National Creche Scheme for the children of working mothers.	3	4
16	Explain the concept of the Gender-Related Development Index (GDI).	3	4
Q. No.	SECTION C	CO	KL
	Answer any ONE question from each K level (2 x 20 = 40 marks)		
17	Describe how women's participation in the workforce affect gender dynamics.	4	5
18	What is Gender Diversity? Explain the importance of Gender Diversity in the workplace.	4	5

19	<p>In a rural village in India, a group of women who were previously engaged in low-paying, unorganized sector jobs decided to take matters into their own hands. With little access to formal education and limited job opportunities, they formed a self-help group dedicated to improving their economic and social conditions.</p> <p>Over the course of a year, these women received training in various income-generating activities, including tailoring and handicrafts. They also learned about financial literacy and formed a cooperative to access microloans. With newfound skills and support, they began producing and selling their products, achieving financial independence, and contributing to their community's well-being.</p> <p>Discuss the problems encountered by women workers in unorganized sector.</p>	5	6
20	<p>"Breaking the Glass Ceiling: The Journey of Women in Leadership at XYZ Corporation"</p> <p>XYZ Corporation is a global Fortune 500 company in the technology sector. While the company has a strong commitment to diversity and inclusion, it has historically struggled to achieve gender parity at the leadership level. Despite having a significant number of women employees in entry-level and mid-level positions, the representation of women in senior leadership roles has remained disproportionately low.</p> <p>Ms.Seneha, a highly accomplished executive, recently joined XYZ Corporation as its Chief Diversity and Inclusion Officer. Her mandate is to address the gender imbalance in leadership positions and create a more inclusive workplace culture. Ms.Seneha recognizes that achieving gender diversity at the leadership level is not only a moral imperative but also critical for business success.</p> <ol style="list-style-type: none"> 1. What are the key reasons behind the gender disparity in leadership roles at XYZ Corporation? Are these issues unique to the company or reflective of broader industry trends? 2. How can Ms.Seneha and XYZ Corporation identify and address unconscious biases and systemic obstacles that hinder women's career advancement? 	5	6
