

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086
(For candidates admitted from the academic year 2023 – 2024 & thereafter)

M.A. DEGREE EXAMINATION, APRIL 2026
HUMAN RESOURCE MANAGEMENT
SECOND SEMESTER

COURSE : CORE

PAPER : DIVERSITY MANAGEMENT

SUBJECT CODE : 23HR/PC/DM24

TIME : 3 HOURS

MAX. MARKS: 100

Q. No.	SECTION A Answer ALL in 50 words. (10 x 2 = 20 marks)	CO	KL
1	Define workforce diversity.	CO1	K1
2	State any two limitations of workforce diversity.	CO1	K1
3	What is inclusive hiring?	CO1	K1
4	What is fair performance appraisal?	CO1	K1
5	What are Employee Resource Groups (ERGs)?	CO1	K1
6	Explain effective communication in an organization?	CO2	K2
7	Describe the importance of legal compliance in diversity management.	CO2	K2
8	Explain how technology reduces bias in employee selection.	CO2	K2
9	Describe how teamwork helps in managing diversity.	CO2	K2
10	Describe how organizations can prevent workplace bullying.	CO2	K2
Q. No.	SECTION B Answer any FOUR questions from each K level not exceeding 600 words. (4 x 10 = 40 marks)	CO	KL
11	Differentiate between primary and secondary dimensions of diversity. Explain their role in shaping employee behavior with examples.	CO3	K3
12	Describe the steps for retaining a diverse workforce.	CO3	K3
13	Discuss the role of supplier diversity programs and corporate social responsibility initiatives in fostering workplace diversity and inclusion.	CO3	K3

14	Explain the ethical and legal issues that organizations face while managing workforce diversity and suggest ways to handle them.	CO4	K4
15	Analyze the role of diversity management programs in shaping corporate culture and promoting inclusion in the workplace.	CO4	K4
16	Analyze the organizational strategies used to promote workforce diversity and inclusion in modern organizations.	CO4	K4
Q. No.	SECTION C Answer any TWO questions from each K level not exceeding 1200 words. (2 x 20 = 40 marks)	CO	KL
17	Discuss in Detail the Types of Diversity Management with Special Reference to Intra-National and Cross-National Diversity	CO5	K5
18	Critically evaluate the role of recruiters in hiring a diversified workforce.	CO5	K5
19	Propose innovative strategies to manage workforce diversity for creativity and innovation.	CO5	K6
20	Design a Diversity Management System Using Appropriate Techniques and Approaches	CO5	K6
