

Mid-Term Exam (25%)

Name.....Date.....Score.....

Chapter 1: Introduction to the Study of Diversity in Organizations

Multiple Choice

1. The term “ethnicity” refers to
 - A. differences between Hispanics and Asians.
 - B. a shared national origin or cultural heritage among people.
 - C. biological differences identifiable by scientists.
 - D. race
 - E. All of the above.

2. According to the text, which of the following statements is true of the demographic makeup of the workforce?
 - A. Blacks are about 25% of the workforce.
 - B. Whites are about 50% of the workforce.
 - C. Whites are about 75% of the workforce.
 - D. Whites are about 90% of the workforce.
 - E. The representation of Hispanics in the workforce is declining.

3. Among the costs associated with doing a poor job of integrating workers from various backgrounds is
 - A. exit interviews.
 - B. lost productivity while positions are unfilled.
 - C. recruiting costs.
 - D. A, B, and C above.
 - E. A and C only above.

4. Which of the following are some of the potential negative outcomes that may be consequences of increased diversity?
 - A. Dysfunctional communication processes.
 - B. Harassment.
 - C. Perceptions that non-traditional workers are unqualified.
 - D. Lowered attachment, commitment, and satisfaction.
 - E. All of the above.

5. Individual benefits of working and learning in diverse environments documented by researchers include
- A. being able to take the perspective of others.
 - B. higher grades for students.
 - C. seeing diversity as being divisive, but beneficial nonetheless.
 - D. greater attachment to members of one's own groups.
 - E. All of the above.
6. Which of the following is accurate of the stereotype of Asian Americans as being the "model minority"?
- A. Some jobs held by Asians contradict the stereotype of Asians as successful and high earners.
 - B. Asians are sometimes perceived as the "model minority" while at the same time they experience the glass ceiling and other forms of discrimination.
 - C. Some Asian entrepreneurs are self-employed because of a lack of opportunities in formal organizations.
 - D. A and C only above.
 - E. A, B, and C above.
7. In terms of attracting and retaining employees from various backgrounds,
- A. organizations that discriminate may have higher compensation costs because of drawing from a larger pool of workers.
 - B. if an organization develops a reputation for valuing only a subset of workers, those preferred workers will tell their friends who are similar, thus increasing the overall numbers of potential applicants and workers.
 - C. recruitment advertisements featuring heterogeneous workers have no effect on minorities' desire to work for organizations.
 - D. if an organization develops a reputation for valuing all types of workers, this will increase the organization's ability to compete in tight labor markets.
 - E. All of the above are true.
8. Which of the following is **not true** of group membership categories?
- A. White men have no reason to be concerned about diversity issues.
 - B. Because White men are more likely to occupy leadership positions than others, they are more likely to have the power to implement organizational level changes.
 - C. Multiple group memberships make diversity important to everyone.
 - D. Some categories are immutable, but some may change over one's lifetime.
 - E. All of the above are true.

9. Which of the following is true about demographic changes around the world?
- A. In some European countries and Japan the workforce is shrinking.
 - B. Developing countries are providing few workers for other countries.
 - C. More younger workers are being added to the U.S. workforce than in the past.
 - D. All of the above.
 - E. None of the above.
10. Research on the “Value in Diversity” perspective found that
- A. diversity had a slightly negative impact on organizational functioning.
 - B. there was little support for the “Value in Diversity” hypothesis.
 - C. racial diversity was associated with increased sales revenue and more customers.
 - D. gender diversity was associated with greater relative profits, while racial diversity was not associated with greater relative profits.
10. Strategies to reduce propensities to engage in in-group, out-group categorizations include
- A. helping group members work to achieve common goals.
 - B. increasing competition among group members.
 - C. encouraging group members to view themselves as two separate groups.
 - D. encouraging group members to continue automatic stereotyping.

Chapter 2: Theories and Thinking About Diversity

11. Social identity is
- A. the manner in which organizations can identify members of particular social groups.
 - B. the part of a person’s self-concept that derives from membership in a particular social group and the value and emotional significance attached to that group membership.
 - C. decreasingly important in today’s diverse society.
 - D. dissimilar from Dworkin and Dworkin’s conceptualization of group awareness.
12. Which of the following is true of the media and diversity issues?
- A. Although Whites commit a greater proportion of drug-related crimes, Blacks and Hispanics are more likely to be shown on television being arrested for such crimes.
 - B. Most crime is intra-racial, but news reports are more likely to portray Black on White crime.
 - C. Use of divisive or misleading terminology by the media causes resistance to diversity.
 - D. All of the above.
 - E. A and B only above.

13. Which of the following is **not true** of age and diversity at work?
- A. Older workers are more likely to occupy high-status organizational positions than younger workers.
 - B. At times younger workers are preferred over older workers.
 - C. At times younger workers are viewed as irresponsible and not dependable.
 - D. Older workers are clearly the dominant group in all contexts.
 - E. All of the above are true.
14. The fundamental attribution error
- A. advantages non-dominant group members while disadvantaging dominant group members.
 - B. is the tendency to underestimate the influence of external factors and overestimate the influence of internal factors when evaluating behaviors of others.
 - C. is the tendency to underestimate the influence of internal factors and overestimate the influence of external factors when evaluating behaviors of oneself.
 - D. only happens when dominant group members evaluate the behavior of out-group members.
15. Prescriptive stereotyping refers to
- A. statements such as women are caring and it is appropriate that they become nurses.
 - B. statements such as women are nurturing and it is appropriate that they become elementary school teachers.
 - C. perceptions about how people should behave based on their group memberships.
 - D. ideas about how people do or will behave based on their group memberships.

Chapter 3

16. The Equal Pay Act of 1963
- A. has been somewhat successful in reducing wage disparities between whites and minorities.
 - B. is an amendment to Title VII of the Civil Rights Act.
 - C. has been limited by sex segregation and exceptions due to merit and seniority.
 - D. has reduced the wage gap to about 10 cents to the dollar.
 - E. is not depicted by either A, B, C, or D above.
17. Which of the following is true of discrimination claims and the EEOC?
- A. About 500,000 claims are filed with the EEOC annually.
 - B. Between 50 and 75% of claims filed are resolved in favor of the charging party each year.
 - C. The EEOC issues guidelines to assist employers in interpreting and complying with laws.
 - D. The EEOC first litigates, then attempts to conciliate when litigation is unsuccessful.
 - E. None of the above.

18. Under Title VII
- A. employers are required to reasonably accommodate employees' sincerely held religious beliefs or practices.
 - B. people without religious beliefs are provided no protection from employment-related discrimination.
 - C. women, but not men, are afforded protection from employment-related discrimination.
 - D. sex discrimination is prohibited, but not sexual harassment.
19. Which of the following is true of affirmative action programs?
- A. Employers are required to have quotas for hiring certain groups.
 - B. Compared with the passive nature of Title VII, affirmative action means taking active steps to correct or reduce under-utilization of certain groups.
 - C. In cases of egregious discrimination, judges wholeheartedly and frequently impose quotas on offending organizations.
 - D. Affirmative action programs are only for minorities.
 - E. All of the above.
20. Which of the following is true of age discrimination in employment?
- A. The Age Discrimination in Employment Act (ADEA) is defined as prohibiting employment-related discrimination against persons who are 50 and older.
 - B. Age discrimination is of less importance now than in the past due to the millions of aging baby boomers in the United States.
 - C. Retaliation against those who file claims of discrimination is not illegal.
 - D. Acting on stereotypes about someone's ability based on his or her age is prohibited under the ADEA.
 - E. None of the above.

Chapter 4

21. Regarding involuntary servitude in the United States:
- A. Africans were first sold in the United States around the time Christopher Columbus is credited with discovering America (1492).
 - B. During the same time that Africans were first sold in the U.S., Whites were also held as indentured servants.
 - C. Involuntary servitude of Africans and Whites continued at the same rates through 1865.
 - D. All of the above.
 - E. None of the above.

22. Differences in Black/White accumulation of wealth are influenced by
- A. differences in inheritance.
 - B. effects of discrimination which limits the ability of Blacks to acquire and thus pass on wealth.
 - C. disparities in mortgage loan approvals and rates for comparably credit-worthy Blacks and Whites.
 - D. racial segregation of neighborhoods.
 - E. All of the above.
23. Which of the following statements about the education and earnings of Blacks/African Americans is true?
- A. Different educational levels between Blacks and Whites do not completely explain the Black/White earnings gap.
 - B. Earnings and employment differences between Blacks and Whites are due to the lower educational attainment of Blacks.
 - C. Returns to investments in education are similar across racial and ethnic groups and for women and men.
 - D. Black women have higher educational levels and earnings than Black men.
24. Which of the following statements about the education, employment, and/or earnings of Blacks/African Americans is true?
- A. The participation rate of Black women is projected to increase by 2018.
 - B. Blacks with college degrees have similar employment levels and earnings as Whites with college degrees.
 - C. Because of affirmative action, Blacks with college degrees are more likely to be employed and have higher earnings than Whites with college degrees.
 - D. Black unemployment is higher than the unemployment of every other racial/ethnic group at the same educational level.
25. In empirical research on access to employment, researchers found that
- A. applicants with “Black-sounding” names were three times less likely to be called for interviews than applicants with “Hispanic-sounding” names.
 - B. applicants with “White-sounding” names were two times more likely to be called for interviews than applicants with “Hispanic-sounding” names.
 - C. having higher quality resumes did not increase the number of callbacks for Black applicants.
 - D. having a “White-sounding” name was equivalent to adding a college degree and an MBA to a person’s qualifications.

Chapter 5

Note that Hispanic and Latino are used interchangeably.

26. In terms of race and ethnicity
- A. many Hispanics are White in race, yet Hispanics are included in the “people of color” category.
 - B. Many Latinos view their race as cultural, variable, and contextual.
 - C. Confounding of race and ethnicity among Hispanics can create a double jeopardy, in which they experience discrimination based on skin color as well as ethnicity.
 - D. All of the above.
 - E. None of the above.
27. Repatriation of people of Mexican descent between 1929 and 1939
- A. included only those living in the U.S. illegally.
 - B. was part of an effort to free up jobs during the Depression era.
 - C. was strictly voluntary.
 - D. provided those being repatriated sufficient time to prepare.
 - E. A and B only above.
28. Employers may require English-only rules
- A. when necessary for communications with customers who only speak English.
 - B. to satisfy coworkers who do not wish to hear other languages being spoken.
 - C. to force employees to learn English.
 - D. when employers wish to monitor employees’ conversations while on breaks.
 - E. All of the above.
29. Which of the following is true of Latinos in the U.S.?
- A. Hispanics of Mexican, Central American, and South American origin each comprise about 30% of the U.S. population of Hispanics.
 - B. Eighty percent of Latinos in the U.S. live in California and Texas.
 - C. The populations of California and Texas are now about 60% Hispanic.
 - D. The majority of Hispanics in the U.S. are of Mexican origin.
 - E. All of the above.
30. In terms of the educational attainment of Latinos,
- A. Similar proportions of Blacks and Hispanics have completed high school.
 - B. Hispanics whose origins are Mexican, Puerto Rican, and Cuban, respectively, have the most to least education.
 - C. Lower education levels of Cubans, compared with Mexican Americans, contribute to lower wages of Cubans.
 - D. More Cuban Americans have at least a college degree than Mexican Americans.

Chapter 6

31. Which of the following is true of Asian women at work in the U.S.?
- A. Asian immigrant women are likely to work in family-owned businesses, computer manufacturing, or the garment industry.
 - B. They earn more than Asian men in the U.S.
 - C. They earn more than White women in the U.S. at all educational levels.
 - D. They are not exposed to the discrimination that usually results from being a double minority.
32. Asian Americans' employment experiences
- A. include access and treatment discrimination.
 - B. include encounters with the glass ceiling.
 - C. include being steered to jobs deemed appropriate for them.
 - D. are sometimes shaped by stereotypes and media representations.
 - E. All of the above.
33. Which of the following is true of Asians?
- A. Southeast Asians are more likely to have limited English proficiency than other Asians.
 - B. Some groups of Asians are more likely to be on public assistance (e.g., welfare) than some other minority group members.
 - C. Some discrimination against Asians occurs because of perceptions they have been too successful.
 - D. Perceptions of language barriers impede Asians' progress.
 - E. All of the above.
34. Regarding the internments of people believed to be a threat to national security during World War II,
- A. about 50% of Japanese Americans were ordered to be interned.
 - B. about 40% of Germans and Italians were ordered to be interned.
 - C. people who had at least 1/8th Japanese ancestry were included.
 - D. the U.S. government has refused to provide reparations (payments) for those who were interned.
 - E. All of the above.

35. Regarding Asians' earnings
- A. large numbers of Asians reside in cities having high costs of living and this reflects Asians earnings relative to other racial groups that are more geographically dispersed.
 - B. There are more Asians living in poverty than Whites.
 - C. Asians' high education levels contribute to their freedom from earnings discrimination.
 - D. All of the above.
 - E. A and B only above.

Chapter 7: Whites/European Americans

36. Which of the following is accurate of Whites/European Americans in the U.S.?
- A. Some White ethnic groups faced considerable overt discrimination in the U.S.
 - B. The English, as later arrivals, were viewed negatively by White immigrants who arrived earlier.
 - C. White Americans have been underrepresented in books, films, and other depictions of U.S. history, relative to American Indians, Blacks, Latinos, and Asians in the U.S.
 - D. All of the above.
 - E. None of the above.
37. As Blacks migrated from the South to the North seeking better jobs and greater opportunities,
- A. European ethnic groups viewed Blacks moving north as helpful in the overall economy and non-threatening.
 - B. Whites in the dominant group became more vocal about their contempt for lower status Whites.
 - C. White ethnic groups became "insiders," while Blacks became the "other".
 - D. White ethnics continued in-fighting and paid little attention to the arrival of Blacks.
38. White privilege refers to all of the following **except**:
- A. Earned advantages based on race.
 - B. Employment advantages based on similarity to key decision makers.
 - C. The benefit of favorable stereotypes.
 - D. The benefit of negative stereotypes about potential non-White workers.
 - E. All of the above.

39. In Goldberg's research on the effects of similarity in race and sex on interview assessments and offers,
- A. White recruiters preferred White applicants and Black recruiters favored Black applicants.
 - B. male recruiters preferred male applicants and female recruiters preferred female applicants.
 - C. White recruiters preferred White applicants but Black recruiters did not favor Black applicants.
 - D. in-group favoritism was clearly and consistently documented.
40. Research on White identity development indicates that
- A. Whites' identity development is related to their support for or resistance to measures to increase equity.
 - B. White identity development has no relationship to diversity in organizations.
 - C. symbolic White identity development is associated with negative outcomes.
 - D. All of the above.
 - E. A and C only above.