

Organizational Behavior, 18e (Robbins)
Chapter 2 Diversity in Organizations

1) Kimberly Ortiz strongly believes in working for a company that promotes diversity. She believes that such organizations are respectful of differences and allow employees more exposure. She recently attended an interview where she was told that the company follows policies that focus on organizational diversity. However, when she finally joined the company, she had a strong feeling that the company's claim was not true. Which of the following, if true, weakens Kimberly's belief that the company does not encourage diversity?

- A) Eighty-five percent of the top management positions in the company are held by men.
- B) She is the only African-American member in the entire workforce.
- C) The workforce is not dominated by any specific ethnic or racial group.
- D) The previous company she worked for made a conscious effort to employ an equal number of men and women.
- E) Her team members believe that they are treated equally in spite of differences in performance.

Answer: C

Explanation: The fact that the workforce is not dominated by any one ethnic or racial group indicates that the workplace has a mix of all ethnicities and races and does not discriminate. The fact that 85 percent of the top management positions of the company are held by men works against the argument because it shows that the company is biased toward men. In addition, if Kimberly is the only African-American member in the entire workforce, it shows that the company is biased toward other racial groups. Kimberly's previously working for a company that believes in gender equality is irrelevant to this argument. Her team members being treated equally in spite of differences in performance represents unfair discrimination. It works against the argument.

LO: 2.1: Describe the two major forms of workplace diversity.

AACSB: Reflective thinking

Difficulty: Hard

Quest. Category: Critical Thinking

2) _____ diversity refers to diversity in observable attributes such as race, ethnicity, sex, and age.

- A) Psychographic
- B) Additive
- C) Surface-level
- D) Disjunctive
- E) Conjunctive

Answer: C

Explanation: Surface-level diversity refers to differences in easily perceived characteristics, such as gender, race, ethnicity, age, and disability, that do not necessarily reflect the ways people think or feel but that may activate certain stereotypes.

LO: 2.1: Describe the two major forms of workplace diversity.

AACSB: Diverse and multicultural work environments

Difficulty: Easy

Quest. Category: Concept

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S Ben Porath



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Table of Contents Organizational Behavior 17e Robbins Chapter 2 Diversity

1. Understanding the eBook Organizational Behavior 17e Robbins Chapter 2 Diversity
 - The Rise of Digital Reading Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Advantages of eBooks Over Traditional Books
2. Identifying Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Organizational Behavior 17e Robbins Chapter 2 Diversity
 - User-Friendly Interface
4. Exploring eBook Recommendations from Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Personalized Recommendations
 - Organizational Behavior 17e Robbins Chapter 2 Diversity User Reviews and Ratings
 - Organizational Behavior 17e Robbins Chapter 2 Diversity and Bestseller Lists
5. Accessing Organizational Behavior 17e Robbins Chapter 2 Diversity Free and Paid eBooks
 - Organizational Behavior 17e Robbins Chapter 2 Diversity Public Domain eBooks
 - Organizational Behavior 17e Robbins Chapter 2 Diversity eBook Subscription Services

- Organizational Behavior 17e Robbins Chapter 2 Diversity Budget-Friendly Options
- 6. Navigating Organizational Behavior 17e Robbins Chapter 2 Diversity eBook Formats
 - ePub, PDF, MOBI, and More
 - Organizational Behavior 17e Robbins Chapter 2 Diversity Compatibility with Devices
 - Organizational Behavior 17e Robbins Chapter 2 Diversity Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Highlighting and Note-Taking Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Interactive Elements Organizational Behavior 17e Robbins Chapter 2 Diversity
- 8. Staying Engaged with Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Organizational Behavior 17e Robbins Chapter 2 Diversity
- 9. Balancing eBooks and Physical Books Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Organizational Behavior 17e Robbins Chapter 2 Diversity
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Setting Reading Goals Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Fact-Checking eBook Content of Organizational Behavior 17e Robbins Chapter 2 Diversity
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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