

Nahavandi, *Organizational Behavior*
Instructor Resource
Test Bank

Chapter 2: Culture and Diversity – Developing a Cultural Mindset

MULTIPLE CHOICE

1. _____ is a set of beliefs and values shared by members of a given group.
 - *a. Culture
 - b. Beliefs
 - c. Ethnicity
 - d. Nationality

2. Which of the following is not one of the levels of culture?
 - a. National culture
 - b. Organizational culture
 - c. Ethnic groups
 - *d. People culture

3. Observable components of culture include all of the following, except:
 - a. Language
 - b. Non-verbal behavior
 - c. Greeting rituals
 - *d. Feelings

4. The primary dimensions of diversity include all of the following, except:
 - a. Age
 - b. Ethnicity
 - c. Gender
 - *d. Religion

5. The secondary dimensions of diversity include all of the following, except:
 - a. Marital status
 - b. Religion
 - c. Education
 - *d. Ethnicity

6. Which of the following is not true of the U.S. demographics?
 - a. More than half of the U.S. workforce consists of women and minorities.
 - b. By 2025, Hispanics are estimated to be 21% of the population.
 - *c. By 2025, the Hispanic population of the U.S. will grow to 20.35 % of the total population.
 - d. By 2050, the average age will be close to 40, as opposed to under 35 in 2000.

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7. Which of the following is not true of the U.S. demographics?
- *a. By 2025, more than 50% of the population of Hawaii, California, New Mexico, and Texas will be from a majority group.
 - b. By 2050, the average U.S. resident will be from a non-European background.
 - c. By 2050, only 62% of the entrants into the labor force will be white, with half that number being women.
 - d. By 2007, 20.3% of the U.S. population spoke a language other than English at home.
8. _____ refers to organizations making personnel decisions based on factors unrelated to the job or to a person's performance.
- a. Bias
 - *b. Discrimination
 - c. Stereotype
 - d. Affirmative Action
9. Which of the following is not true about women in today's workplace?
- *a. Women make up 37% of the workforce.
 - b. Women hold 10% of the leadership positions.
 - c. Women hold 15.2% of corporate officer positions.
 - d. 3% of the Fortune 500 companies are headed by women.
10. Which of the following is not one of the suggested reasons for gender inequality?
- a. Women still carry a heavy burden of childcare and household work.
 - *b. Women leave more often to have a family and have a nonlinear career.
 - c. Continued gender stereotypes held by organizational leaders.
 - d. Structural barriers due to traditional practices.
11. _____ is an invisible barrier that prevents women from moving to higher levels in an organization.
- *a. Glass ceiling
 - b. Sexual harassment
 - c. Wage gap
 - d. Group barrier
12. Which generation has a dominant value system that has "hard work, frugality, patriotism and the Protestant work ethic?"
- *a. Traditionalists
 - b. Baby Boomers

- c. Baby Busters
- d. Generation X-ers

13. Which generation has a dominant value system that has “nonconformity, idealism, self-focus and distrust of the establishment?”

- a. Traditionalists
- *b. Baby Boomers
- c. Baby Busters
- d. Generation X-ers

14. Which generation has a dominant value system that has “material comfort, ambition, success driven?”

- a. Traditionalists
- b. Baby Boomers
- *c. Baby Busters
- d. Generation X-ers

15. Which generation has a dominant value system that has “enjoyment of life, desire for autonomy, self-reliance, spirituality, and diversity?”

- a. Traditionalists
- b. Baby Boomers
- c. Baby Busters
- *d. Generation X-ers

16. Which generation has a dominant value system that has “flexibility, choice, socially conscious, meaningful experiences at work?”

- a. Traditionalists
- b. Baby Boomers
- *c. Nexters
- d. Generation X-ers

17. “The extent to which individuals are a closely-knit social structure, such as the extended family, is the basis for social systems” is which of Hofstede’s cultural dimensions?

- *a. Individualism
- b. Power distance
- c. Uncertainty avoidance
- d. Masculinity

18. “The extent to which assertiveness and independence from others is valued” is which of Hofstede’s cultural dimensions?

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- a. Individualism
- b. Power distance
- c. Uncertainty avoidance
- *d. Masculinity

19. “The extent to which people accept unequal distribution of power” is which of Hofstede’s cultural dimensions?

- a. Individualism
- *b. Power distance
- c. Uncertainty avoidance
- d. Masculinity

20. “The extent to which the culture tolerates ambiguity and uncertainty” is which of Hofstede’s cultural dimensions?

- a. Individualism
- b. Power distance
- *c. Uncertainty avoidance
- d. Masculinity

TRUE/FALSE

21. Culture is a set of beliefs and values shared by members of a given group.

- *a. True
- b. False

22. Socioethnic background is one of the levels of culture.

- a. True
- *b. False

23. In 2007, 23% of the U.S. population spoke a language other than English at home compared to 13% in 2000.

- a. True
- *b. False

24. Race, color, national origin, sex, religion, age, disability, political beliefs, marital status, and education are referred to as protected groups.

- a. True
- *b. False

25. The Originals are one of the groups of generations in U.S. history.

- a. True
- *b. False

26. Power distance is one of Hofstede's cultural dimensions.

- *a. True
- b. False

27. Low Risk is one the dimensions of the GLOBE report.

- a. True
- *b. False

28. Self-awareness is one of the components of a cultural mindset.

- *a. True
- b. False

ESSAY QUESTIONS

29. Define the term culture and describe the characteristics of culture.

- *a. Varies

30. Name and describe the three levels of culture.

- *a. Varies

31. Name and describe the primary and secondary dimensions of diversity.

- *a. Varies

32. Describe the current status of women in today's workplace.

- *a. Varies

33. Name and describe the reasons for gender inequality in today's society.

- *a. Varies

34. Name the generations and describe the generation-based value differences in the United States.

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*a. Varies

35. Name and describe each group of workers according to their career stages and explain how best to manage each group in organizations today.

*a. Varies

36. Distinguish between a high and low communication styles for understanding culture.

*a. Varies

37. Name and describe the dimensions of Hofstede's model of culture.

*a. Varies

38. Name and describe the dimensions of the GLOBE report.

*a. Varies

39. Name and describe the recommendations for managers to navigate the diverse world.

*a. Varies