K J SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH
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PGDM/MMS - Trimester V
Diversity and Inclusion
(End-Term Examination)

Max. Marks: 25   **Date :** 27/12/2017   **Duration:** 2hrs.

Instructions: Question 1is compulsory. Attempt any one from 2-5

1. Read the following case and find a solution by applying the diversity management paradigms (15 marks):

    Inside Google, there's a document circulating called "Google's Ideological Echo Chamber." Written by a senior software engineer and in part viewed by **Motherboard,** the 10-page Google Doc allegedly argues that biological differences between men and women account for the representation gap in tech and that Google should not offer programs for underrepresented minorities. The document also reportedly says that employees with conservative political beliefs face discrimination at Google and that ideological diversity is more important than racial and gender diversity. According to the report in *Motherboard,* the personal opinion of this one Google engineer is for the most part angering Google employees. But some at the company agree with this engineer. "The broader context of this is that this person is perhaps bolder than most of the people at Google who share his viewpoint—of thinking women are less qualified than men—to the point he was willing to publicly argue for it. But there are sadly more people like him," a Google employee told *Motherboard.* Google didn't immediately respond to request for comment from *Mashable.* Significantly, the company is being investigated by the Department of Labor for its severe gender pay gap. A handful of Google employees tweeted about the document.

2. Discuss the difference components of cultural identity. Discuss the theories of prejudice and discrimination around the concept of ethnicity and race. (10 marks).

3. *'Female executives are ambitious and sure of their own abilities to become top managers, though they are much less confident that their companies' cultures can support their rise'.* Suggest suitable solutions for the scenario mentioned. (10 marks).

4. Suggest a suitable theoretical frame to resolve the problem mentioned in the following quote *'diverse' folks who are allowed into any given club, where they are expected to be ambassadors of sorts, representing the minority identity while conforming to the majority one.''* (10marks)

5. What are the types of disabilities recognized by organizations? How are organizations trying to create an inclusive environment for people with disabilities? (10 marks).