



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2022_2 EXAMINATION

Course Code: BUS 811

Course Title: Diversity and Conflict Management

Credit Unit: 2

Instructions: 1. **Indicate your Matriculation Number clearly**
2. **Attempt Question 1 and any other two (2) questions**
3. **Question 1 is compulsory and carries 30 marks while the other 2 questions carry 20marks each**
4. **Present all your points in coherent and orderly manner**

Time Allowed: 2 Hours

- 1 (a) The importance of diversity management as a requirement for effectiveness and efficiency of an organisation cannot be overemphasized. Discuss fully **(10 marks)**
- (b) Diversity is a concept with several associated concepts. Use any ten of such concepts to establish your understanding of each of them and their relatedness to diversity **(10 marks)**
- (c) Discuss your understanding of workplace diversity on the basis of cultural differences. **(10 marks)**
2. (a) Affirmative action is pivotal to the growth of any society or organization as an approach for managing diversity. Discuss fully. **(10 marks)**
- (b) Using any two country-specific experiences, justify your support for the principle of affirmative action. **(10 marks)**
3. (a) There are diverse perspectives of the gender diversity concept. Make a robust contribution to this discourse showing their implications for norms expected of men and women in the Nigerian context. **(10 marks)**
- (b) Feminism is based on a number of principles. Using any five examples, establish your understanding of this statement. **(10 marks)**
- 4 (a) Conflict can be understood from different perspectives. Use an appropriate diagram to demonstrate your understanding of this statement explaining fully each of the perspectives presented in the diagram. **(10 marks)**
- (b) Conflict is practically inevitable in an organization. Discuss. **(10 marks)**