

Cultural Diversity Management on Australian Construction Sites

Sociology · Answer Key · 11 Questions

1. What is a key implication of effectively managing cultural diversity on construction sites?

- A) Improved productivity, safety, and worker welfare**
- B) Increased project costs
- C) Higher rates of accidents
- D) Decreased employee satisfaction

2. According to the text, what is a potential drawback of 'best-practice' diversity management strategies?

- A) They may have an opposite effect to that intended**
- B) They always increase productivity
- C) They are always effective
- D) They are inexpensive to implement

3. What theory is used to critique cultural diversity management practices in the study?

- A) Social Identity Theory**
- B) General Systems Theory
- C) Chaos Theory
- D) Behavioral Economics

4. What percentage of site operatives surveyed in Australia spoke a language other than English at home?

- A) 57%**
- B) 30%
- C) 10%
- D) 90%

5. What is a common challenge on Australian construction sites related to cultural diversity?

- A) Communication problems due to language barriers**
- B) Lack of interest in social events
- C) High levels of employee satisfaction
- D) Uniform cultural understanding

6. What did Loosemore and Lee's analysis find regarding Australian construction sites?

A) Segregation into ethnically-based occupational groups

- B) Complete integration of ethnic groups
- C) Equal distribution of workers across trades
- D) No impact of ethnicity on site organization

7. What is one of the most common forms of racial prejudice on construction sites, according to the study?

A) Offensive graffiti and joke telling

- B) Physical altercations
- C) Verbal praise
- D) Equal opportunity

8. What is a common strategy used by leading companies to signal commitment to diversity?

A) Appointing a Chief Diversity Officer

- B) Ignoring diversity issues
- C) Reducing training programs
- D) Increasing language barriers

9. What does the research suggest about the effectiveness of 'Floating Cultural Holiday Policies'?

A) They may require someone to 'trade' their identity

- B) They always promote inclusivity
- C) They are cost-effective
- D) They are easy to implement

10. What is 'reverse mentoring' in the context of diversity management?

A) Pairing senior managers with junior mentors of diverse backgrounds

- B) Mentoring in the opposite direction of the company
- C) Removing mentors from programs
- D) Pairing similar people together

11. What is a potential negative consequence of strategic allocation of contracts to minority-owned businesses?

A) Reinforcing difference by separating out particular groups

- B) Always increasing competition
- C) Lowering labor costs
- D) Always improving the business environment