

# Cultural Diversity Management on Australian Construction Sites

Sociology · Practice Test · 11 Questions

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**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