

IOP2607

October/November 2012

WORKGROUP DYNAMICS AND DIVERSITY

Duration 2 Hours

80 Marks

EXAMINERS

FIRST

SECOND

MS EC COETZEE
PROF FVN CILLIERS

DR MS MAY

Closed book examination

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This paper consists of 3 pages.

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SECTION A

Answer ALL FOUR questions.

All questions carry the same marks.

- (1) In trying to offer opportunities for a group to work towards understanding the causes of anxiety, the CIBART model was developed. Name and briefly explain the six CIBART constructs. (10)
- (2) Describe social and systems domain defences as organisational phenomena. Illustrate your discussion with relevant examples. (10)
- (3) Critically discuss prejudiced attitudes and give two typical examples of these attitudes in the workplace. (10)
- (4) Now that you have completed this module, we would like to know whether your understanding of work group dynamics and diversity has developed, and, if so, in what way. Please share with us how you have developed personally in terms of what you have learnt in this course. Conclude by explaining how you intend to enhance others' understanding of work group dynamics and diversity in the work environment in the future. (10)

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SECTION B**Answer ANY TWO questions****All questions carry the same marks**

- (1) Critically discuss the concepts of diversity, workforce diversity and diversity management and provide examples of how work group dynamics and diversity manifests in the organisation (20)
- (2) Explain the theories that form part of the systems psychodynamic perspective of workgroup dynamics by
 - differentiating between the sophisticated workgroup and basic assumption group as proposed by Bion
 - describing the basic assumption groups, i.e. dependency, fight/flight, and me-ness in the work situation. In your discussion provide examples of how each basic assumption group could manifest in the work context (20)
- (3) According to Griggs, valuing diversity occurs at the personal, interpersonal and organisational levels. Discuss the valuing of diversity at these three levels (20)
- (4) Critically discuss the eight diversity paradigms that an organisation can subscribe to in order to deal with diversity issues. In your discussion you should briefly describe each paradigm and explain the disadvantages of each paradigm. Indicate and substantiate which of the paradigms are more appropriate in the South African work context (20)

TOTAL: [80]