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| 1. According to the text, characteristics of minority or non-dominant groups often include   |  |  |  | | --- | --- | --- | |  | a. | identifiability, differential income, discrimination, and group awareness. | |  | b. | identifiability, visibility, discrimination, and group dynamics. | |  | c. | identifiability, differential power, discrimination, and group awareness. | |  | d. | visibility, differential income, discrimination, group awareness |  |  |  | | --- | --- | | *ANSWER:* | c | |

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| 2. Stereotypes   |  |  |  | | --- | --- | --- | |  | a. | can only be  “negative”. | |  | b. | prevent individuals from being fired. | |  | c. | are not part of the categorization process that help individuals order their environment. | |  | d. | are overgeneralizations of characteristics to large human groups. |  |  |  | | --- | --- | | *ANSWER:* | d | |

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| 3. In-group favoritism   |  |  |  | | --- | --- | --- | |  | a. | can result in the similarity effect in organizations. | |  | b. | is of little consequence in today’s carefully monitored organizations. | |  | c. | reduces one’s self-esteem. | |  | d. | is necessarily negative, even when not coupled with power. |  |  |  | | --- | --- | | *ANSWER:* | a | |

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| 4. The fundamental attribution error   |  |  |  | | --- | --- | --- | |  | a. | advantages non-dominant group members while disadvantaging dominant group members. | |  | b. | is the tendency to underestimate the influence of external factors and overestimate the influence of internal factors when evaluating behaviors of others. | |  | c. | is the tendency to underestimate the influence of internal factors and overestimate the influence of external factors when evaluating behaviors of oneself. | |  | d. | only happens when dominant group members evaluate the behavior of out-group members. |  |  |  | | --- | --- | | *ANSWER:* | b | |

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| 5. Prescriptive stereotyping refers to   |  |  |  | | --- | --- | --- | |  | a. | statements such as women are caring and it is appropriate that they become nurses. | |  | b. | statements such as women are nurturing and it is appropriate that they become elementary school teachers. | |  | c. | perceptions about how people should behave based on their group memberships. | |  | d. | ideas about how people do or will behave, based on their group memberships. |  |  |  | | --- | --- | | *ANSWER:* | c | |

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| 6. Regarding discrimination and/or prejudice:   |  |  |  | | --- | --- | --- | |  | a. | Discrimination is differential treatment but does not limit the economic opportunities of members of particular groups. | |  | b. | Prejudice is described as rationally based, negative attitudes about certain groups and their members. | |  | c. | Given power to act on prejudice, discrimination is actually less likely to occur. | |  | d. | Discrimination serves to limit the social and political opportunities of members of particular groups. |  |  |  | | --- | --- | | *ANSWER:* | d | |

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| 7. Which of the following best describes "structured interviews"?   |  |  |  | | --- | --- | --- | |  | a. | A series of job-related questions with pre-determined answers that are consistently applied across all interviews for a  particular job. | |  | b. | A series of job-related questions without specific answers that are consistently applied across all interviews for a  particular job. | |  | c. | A series of job-related questions with pre-determined answers that are targeted toward specific  interviews for a  particular job. | |  | d. | A series of job-related questions without specific answers that are targeted toward specific interviews for a  particular job. |  |  |  | | --- | --- | | *ANSWER:* | a | |

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| 8. Aversive racism   |  |  |  | | --- | --- | --- | |  | a. | is one of the traditional forms of racism. | |  | b. | consists of overt and open racist behavior. | |  | c. | may be more difficult to identify and change than traditional racism. | |  | d. | occurs when those who say they hold egalitarian values possess positive feelings about racial issues and minority group members. |  |  |  | | --- | --- | | *ANSWER:* | c | |

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| 9. John believes that women are incompetent at work and makes statements to this effect, but also makes statements that indicate women must be protected. He is exhibiting   |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | a. | neosexism | b. | hostile sexism | |  | c. | benevolent sexism | d. | ambivalent sexism |  |  |  | | --- | --- | | *ANSWER:* | d | |

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| 10. Strategies to reduce propensities to engage in in-group, out-group categorizations include   |  |  |  | | --- | --- | --- | |  | a. | helping group members work to achieve common goals. | |  | b. | increasing competition among group members. | |  | c. | encouraging group members to view themselves as two separate groups. | |  | d. | encouraging group members to continue automatic stereotyping. |  |  |  | | --- | --- | | *ANSWER:* | a | |

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| 11. Social identity is   |  |  |  | | --- | --- | --- | |  | a. | the manner in which organizations can identify members of particular social groups. | |  | b. | the part of a person’s self-concept that derives from membership in a particular social group and the value and emotional significance attached to that group membership. | |  | c. | decreasingly important in today’s diverse society. | |  | d. | dissimilar from the text's conceptualization of group awareness. |  |  |  | | --- | --- | | *ANSWER:* | b | |

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| 12. Which of the following is true of the media and diversity issues?   |  |  |  | | --- | --- | --- | |  | a. | Blacks and Hispanics commit a greater proportion of drug-related crimes but are less likely to be shown on television being arrested for such crimes. | |  | b. | Most crime is intra-racial, but news reports are more likely to portray Black on White crime. | |  | c. | Use of divisive or misleading terminology by the media aids in the acceptance of diversity. | |  | d. | Reformation within the media has resulted in the elimination of anything that might be a barrier to diversity. |  |  |  | | --- | --- | | *ANSWER:* | b | |

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| 13. Which of the following is **not true** of age and diversity at work?   |  |  |  | | --- | --- | --- | |  | a. | Older workers are more likely to occupy high-status organizational positions than younger workers. | |  | b. | At times younger workers are preferred over older workers. | |  | c. | At times younger workers are viewed as irresponsible and not dependable. | |  | d. | Older workers are clearly the dominant group in all contexts. |  |  |  | | --- | --- | | *ANSWER:* | d | |

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| 14. Minority groups are not necessarily fewer in number than majority groups.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |

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| 15. Stereotyping is often an unconscious process.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |

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| 16. For subordinating systems to work, distinguishing physical or cultural traits between minority and majority group members must exist.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |

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| 17. When out-group members are successful, their success is attributed to personal attributes of the out-group members.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | |

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| 18. Because they are often so unrealistic, media portrayals do not contribute to stereotyping.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | |

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| 19. Multiple group memberships make relationships between in-groups and out-groups complex.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |

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| 20. Demonstration of overt, intentional discrimination is considerably less likely now than it has been in the past.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |

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| 21. At times, non-dominant group members adhere to stereotypes about their own groups.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |

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| 22. Neosexism occurs when people’s reported egalitarian values are in agreement with their negative attitudes toward women.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | |

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| 23. Benevolent sexism is positive and not detrimental to women.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | |

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| 24. Hostile sexism is an antipathy toward women based on negative stereotypes.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |

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| 25. Practice in negating stereotypes tends to backfire resulting in increased activation of stereotypes.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | |

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| 26. When we first come into contact with others, we categorize them as belonging to an in-group or an out-group.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |

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| 27. Efforts to change attitudes of those who are prejudiced but think they are unbiased are the same as efforts to change attitudes of those who acknowledge and express overt prejudice.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | |

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| 28. ​Egalitarians strongly oppose such concepts as human equality and support social, political, and economic privilege.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | |

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| 29. Hostile sexism pertains exclusively to women who are hostile toward men based on negative stereotypes.​   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | |

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| 30. ​Consumer racial profiling involves differential treatment of consumers in the marketplace based on race/ethnicity that constitutes  denial of a degradation in the products and/or services that are offered to the consumer.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | |