



**STUDYDADDY**

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# **Chapters 4 and 5**

**Stereotyping**

**Prejudice**

**Discrimination**

# ***Teams – start with this Ex - Go to next Ex when finished***

**Team 1 – 4.2 Toleration vs Appreciation**

**Team 2 – 4.3 How Advantaged?**

**Team 3 – 4.4 20 Questions**

**Team 4 – SB 5.1 New Experiences**

**Team 5 – SB 5.2 Prejudice in Your Org**

**Team 6 – SB 5.3 Changing Beliefs**

- ***Reporter: list team members, cases discussed, highlights class***
- ***Report highlights to class***
- ***Hand notes to professor - not in assignments stack - before class***

# ***Chapter 4***

## ***Stereotyping & Prejudice***

- 1. Anthropologists agree there are 3 major**
- 2. Most aspects of culture teach us to appreciate others, not be prejudiced.**
- 3. People who believe in strict right-wrong categories are unlikely to be prejudiced.**
- 4. Prejudiced beliefs are frequently hidden from awareness.**
- 5. Prejudiced beliefs cannot be changed, but discriminatory actions can.**

# ***Chapter 5***

## ***Workplace Discrimination***

- 1. Being prejudiced affects personality of holder**
- 2. Members of disparaged groups become resentful toward others**
- 3. Best way to end discrimination is to have contact with others**
- 4. Melting pot theory has been successful for intergroup relations in workplace**
- 5. AA programs normally include quotas for hiring minorities**
- 6. AA has been more powerful than EEO for reducing discrimination**

# What we know about contact with different groups of others

## 1. Conflict

Clashes re values, interests, jobs

## 2. Superficial contact

May reinforce stereotypes

## 3. True acquaintance

Tends to reduce stereotypes, prejudice

## 4. Collaboration

Best way to heal prejudice: people must work together to achieve important common goal - teamwork

Usually get to know the real persons—know them well

## *Before Affirmative Action*

*Door of Opportunity:*

*High-Level Jobs*

*EuroAmerican*

*Males Only*

*Brick Wall Dead*

*Low-Level*

*All Others*

*Qualified or Un*



*With EEO only (no AA):*

*Employee - discriminated against unfairly*

*Must handle on own-file company grievance*

*File a complaint with EEOC.*

*File a lawsuit?*

*Informal blackballing—7 years in limbo*

*Start new career in different field*

## *After Affirmative Action*

### *Door of Opportunity:*

*All who are  
qualified*

*Those unqualified  
for better jobs:  
Entry-level jobs  
Training to qualify*



*Better-Paying Jobs*

- *"Minority" employee is welcomed, trained, promoted*
  - *helps company meet AA goals*
  - *Employee is not aware that he/she is "AA hire"*
  - *Employee is not required to "buck the system"*
- To get a chance to enter Door of Opportunity,  
to move up ladder*



# How AA Works

**Corporation  
Top Mgmt**

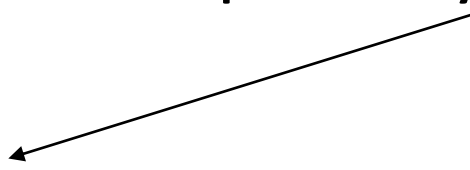
**Fed Govt  
Labor Dept OFCCP**



**AA Plan**  
>goals: hiring,  
promoting  
>time targets  
>progress check

**Approves AA plan**

**May review progress  
periodically**



# Quota Issue

- Fed Govt (OFCCP) cannot set goals or quotas for business – nor set quotas
- Imposed Quotas are illegal – except in very rare extreme cases where suit is brought & judge deems quotas essential
- Business sets own goals
- OFCCP approves plan
- Business could set own quotas but it's considered very poor HR practice



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