

Read the following passage about cultural diversity and mark the letter A, B, C, or D on your answer sheet to indicate the best answer to each of the following questions from 23 to 30.

Cultural diversity refers to the presence of multiple cultural groups and their practices within a society. It **encompasses** various aspects such as language, traditions, beliefs, and values. Embracing cultural diversity can lead to a more inclusive and harmonious society, where individuals appreciate and respect differences. This diversity enriches communities by introducing new perspectives, fostering creativity, and promoting mutual understanding.

One significant benefit of cultural diversity is the exchange of ideas and knowledge. When people from different cultural backgrounds interact, they share their unique experiences and insights. This exchange can lead to innovative solutions and improvements in various fields such as science, art, and business. Moreover, cultural diversity can **enhance** social cohesion by encouraging people to work together and learn from one another.

Education plays a crucial role in promoting cultural diversity. Schools and universities can create inclusive environments by incorporating diverse perspectives into their curricula and encouraging students to engage with different cultures. By doing so, educational institutions help students develop a global mindset and prepare them for a multicultural world. Additionally, exposure to diverse cultures at a young age can reduce prejudices and promote tolerance.

In the workplace, cultural diversity can boost productivity and creativity. Diverse teams bring together individuals with different skills, viewpoints, and problem-solving approaches. This variety can enhance decision-making processes and lead to more effective and innovative solutions. Companies that prioritize cultural diversity also tend to have a more positive work environment and higher employee satisfaction.

Despite **its** benefits, cultural diversity also presents challenges. Misunderstandings and conflicts can arise when people from different cultural backgrounds interact. To address these challenges, it is essential to promote open communication and cultural competence. By fostering an inclusive culture, societies and organizations can maximize the benefits of cultural diversity while minimizing potential conflicts.

Question 23.

Which of the following is NOT mentioned as an aspect of cultural diversity?

- A. Language B. Traditions
C. Technology D. Values

Question 24.

The word "**encompasses**" in paragraph 1 is closest in meaning to:

- A. excludes B. includes
C. diminishes D. separates

Question 25.

The word "**its**" in paragraph 5 refers to:

- A. cultural diversity
B. interaction
C. exchange of ideas and knowledge
D. unique experiences

Question 26.

The word "**enhance**" in paragraph 2 is OPPOSITE in meaning to:

- A. strengthen B. lessen
C. ignore D. simplify

Question 27.

Which of the following best paraphrases the underlined sentence in paragraph 3?

- A. Education should avoid addressing cultural diversity
B. Education plays no role in promoting cultural diversity
C. Schools and universities should incorporate diverse perspectives
D. Educational institutions should focus solely on local cultures

Question 28.

Which of the following is TRUE according to the passage?

- A. Cultural diversity always leads to misunderstandings.
B. Cultural diversity has no impact on creativity.
C. Cultural diversity can reduce prejudices and promote tolerance.
D. Cultural diversity is irrelevant in the workplace.

Question 29. In which paragraph does the writer mention the role of cultural diversity in the workplace?

- A. Paragraph 1 B. Paragraph 2
C. Paragraph 3 D. Paragraph 4

Question 30.

In which paragraph does the writer discuss the challenges of cultural diversity?

- A. Paragraph 1 B. Paragraph 2
C. Paragraph 3 D. Paragraph 5

Read the following passage about the benefits and challenges of remote work and mark the letter A, B, C, or D on your answer sheet to indicate the best answer to each of the following questions from 31 to 40.

[I] The rise of remote work has transformed the modern workplace, offering flexibility and a better ***work-life balance*** for employees around the world (Bloom et al., 2015). [II] This trend, accelerated by technological advancements and the COVID-19 pandemic, allows employees to work from home or any location with internet access (Gajendran & Harrison, 2007). [III] While remote work provides numerous benefits, it also presents challenges that organizations and employees must address to remain productive and engaged. [IV]

One of the main benefits of remote work is increased flexibility. Employees can manage ***their*** time more effectively, which often leads to higher job satisfaction and reduced stress. Furthermore, remote work eliminates the need for daily commutes, saving time and reducing transportation expenses. Many employees report feeling more empowered to control their schedules, allowing them to better balance personal and professional responsibilities.

However, remote work also comes with significant challenges. Isolation is a common issue, as employees miss out on face-to-face interactions and team bonding, which are important for mental well-being and collaboration. Studies have shown that prolonged isolation can lead to feelings of loneliness, reducing job satisfaction and affecting mental health (Ozcelik & Barsade, 2018). Additionally, remote workers may struggle to maintain boundaries between work and personal life, leading to overwork and burnout.

To make remote work successful, companies need to implement strategies that support employee well-being and productivity. Providing tools for virtual collaboration, setting clear work-life boundaries, and encouraging regular team check-ins can help ***mitigate*** the challenges of remote work. By balancing flexibility with structured support, organizations can create a sustainable remote work environment that benefits both employers and employees (Larson & DeChurch, 2020).

Question 31. Where in paragraph I does the following sentence best fit?

Remote work has become more popular due to advancements in digital communication tools.

A. [I] B. [II] C. [III] D. [IV]

Question 32. The phrase "***work-life balance***" in paragraph I could be best replaced by ____.

A. career advancement
B. professional success
C. equilibrium between work and personal life
D. job security

Question 33. The word "***their***" in paragraph 2 refers to _____.

A. employees B. responsibilities
C. schedules D. expenses

Question 34. According to paragraph 2, which of the following is NOT a benefit of remote work?

A. Increased flexibility
B. Higher transportation costs
C. Improved work-life balance
D. Reduced stress

Question 35. Which of the following best summarizes paragraph 3?

A. Remote work challenges employees with isolation and blurred boundaries, leading to potential overwork and mental health concerns.
B. The advantages of remote work significantly outweigh any challenges employees might face and this is the fact in every enterprise nowadays.
C. Isolation is easily managed by virtual collaboration tools in a remote work setting on account of the attempt of both employees and their bosses.
D. Remote work eliminates work-related stress and improves collaboration, which resulted in highly-stimulated workers and employers.

Question 36. The word "***mitigate***" in paragraph 4 is CLOSEST in meaning to ____.

A. worsen B. intensify
C. reduce D. acknowledge

Question 37. Which of the following is TRUE according to the passage?

A. Remote work reduces social interactions, which can lead to feelings of loneliness.
B. Daily commuting is essential for remote workers to maintain productivity and enthusiasm in their work.
C. Companies are not responsible for supporting

remote employees' well-being.

D. Remote work always leads to overwork and burnout.

Question 38. Which of the following best paraphrases the underlined sentence in paragraph 4?

A. Companies must avoid setting boundaries for employees' work-life balance in order to foster not only their ability but also their productivity.

B. Employers should support remote work by providing resources and encouraging a structured environment.

C. Employees need minimal guidance from companies to manage remote work challenges regardless of their employers' behaviors.

D. Employers should prevent remote employees from accessing collaboration tools so that they have no choice but work for them.

Question 39. Which of the following can be inferred from the passage?

A. Remote work completely eliminates the need for personal life boundaries.

B. The lack of face-to-face interaction is a minor issue in remote work.

C. Effective remote work requires a combination of flexibility and organizational support.

D. Remote work only benefits employees, not organizations.

Question 40. Which of the following best summarizes the passage?

A. Remote work offers flexibility and convenience but can cause isolation and work-life imbalance, which companies must address to ensure employee well-being.

B. Remote work requires employees to spend more time commuting to improve productivity, which leads to widespread worker resignations across most private enterprises.

C. Companies benefit from remote work as employees are more isolated and less engaged and they have no need for a raise despite working extremely hard.

D. Remote work allows complete freedom for employees without any challenges, which strengthens the relationship between business owners and their employees, at work as well as in everyday life.