

## ABSTRACT

In this paper we have developed a model of job assignment problem with and without affirmative action, assuming group identity of the job applicants is revealed and minority group is more unite than majority group toward voting. In the first stage of the model we have assumed, there is no affirmative action and jobs are assigned to a person with best effort level. Next, we seek to find out how the policy of affirmative action can be used as the vote seeking policy. In the later stage we can find out that if the majority group can also shows a similar kind of unity then eventually this policy will lose its vote seeking attractiveness.

***Key words:*** *Policy of Affirmative Action, Voting Incentive, Unity.*