

BUSINESS STUDIES

GRADE 12

Olympiad Paper

Round One

Marks: 30

Time: 1 hour

Date: 11 May 2022



Instructions

1. Complete questions on the ANSWER SHEET provided.
2. Complete all information on the ANSWER SHEET.
3. The ANSWER SHEET consist of 4 sections. Please select the correct section/subject.
4. There are 4 possible answers per question (A B C D)
Only one answer is correct.
Colour a circle completely.
5. Good luck!

PROVERTO EMS OLYMPIAD 2022 – GRADE 12

BUSINESS STUDIES

ROUND 1 – CHOOSE THE MOST CORRECT OPTION FOR QUESTIONS 1 – 30.

IMPACT OF RECENT LEGISLATION ON BUSINESS – RESPONSE TO DEMANDS FOR REDRESS AND EQUITY

1. An employee in South Africa may work a maximum of:
 - A 8 hours per day in a 5-day week.
 - B 9 hours per day in a 5-day week.
 - C 9 hours per day in a 6-day week.
 - D 10 hours per day in a 6-day week.

2. Which one of the following indicates that a company is complying with the Broad-Based Black Economic Empowerment (BBBEE) Act 53 of 2003?
 - A Ensuring previously disadvantaged employees have working conditions that meet the minimum requirements.
 - B Granting employment preference to female workers.
 - C Direct empowerment of previously disadvantaged employees through a share of ownership.
 - D Ensuring that previously disadvantaged disabled employees have physical access to offices.

3. Which of the following is a pillar of BBBEE?
 - A Businesses should have ownership by previously disadvantaged groups.
 - B Businesses should use suppliers owned by previously disadvantaged groups.
 - C Businesses should empower more previously disadvantaged employees to become managers.
 - D All of the above.

4. One of the aims of the Skills Development Act is to:
 - A offer limited opportunities for learning in the workplace.
 - B eliminate unfair discrimination in employment.
 - C improve the level of investment in education and training.
 - D improve employment opportunities for disadvantaged people.

PROFESSIONALISM AND ETHICS

5. For a business to act ethically it needs to apply fairness to all its actions and decisions. What does it mean for a business to be fair?
- A Businesses should be fair towards customers and therefore charge the lowest possible price.
 - B Businesses should be fair towards the surrounding community and therefore be involved in CSR programmes.
 - C Businesses should be fair towards their shareholders and therefore maximise profits.
 - D Businesses should be fair towards all stakeholders and therefore consider the impact that their decisions will have on these stakeholders.
6. The following statement is FALSE. Correct the underlined words to make it TRUE.
Utilitarian theory is the ethical theory that is based on the idea that the end justifies the means.
- A Consequence-based theory
 - B Narrative-based theory
 - C Principle-based theory
 - D Theological-based theory
7. A well-known retail chain stated as follows in their annual report:
“Effective governance is considered to be a vital component and contributor to the Group’s sustained performance, which makes it mandatory regardless of the financial position the company finds itself in.”
- This approach to ethics can be said to be:
- A a narrative-based theory.
 - B a consequence-based theory.
 - C according to a principle-based theory.
 - D none of the above.
8. An illegal act where competitors agree to charge the buyers a predetermined price is known as:
- A price adjustments.
 - B price-fixing.
 - C price revision.
 - D price negotiations.
9. Select the definition that best describes the Code of Ethics.
- A A set of unfair rules and regulations.
 - B A guide to being trustworthy.
 - C A guide to help employees and employers to make ethical decisions in the workplace.
 - D A set of guidelines for corruption in the workplace.

CREATIVE THINKING AND PROBLEM SOLVING

10. Which problem-solving technique will a business use when it requires an ethical consideration of the issues at hand?
- A TQM
 - B RIMS
 - C BSC
 - D SWOT
11. Which problem-solving technique will a business use when they want to show different outcomes to a single event?
- A Decision Tree
 - B Pros and Cons chart
 - C Differentiation
 - D Focus strategy
12. Total quality management requires the involvement of:
- A top and middle management.
 - B lower management.
 - C quality controllers.
 - D all employees of an organisation.
13. Which one of the following is a problem-solving technique that focuses on four main perspectives to improve performance?
- A Value-chain analysis.
 - B Resource-based analysis.
 - C Balanced Score Card.
 - D Delphi technique.
14. Choose the most correct sequence of the steps in problem-solving:
1. Collect and analyse all information.
 2. Identify possible solutions.
 3. Identify decision-making factors.
 4. Define the problem.
 5. Monitor and control the decision.
 6. Develop and implement an action plan.
- A 4, 1, 3, 2, 6 and 5
 - B 1, 4, 3, 2, 5 and 6
 - C 3, 4, 2, 1, 5 and 6
 - D 4, 3, 1, 2, 6 and 5

CHALLENGES OF THE MACRO BUSINESS ENVIRONMENT

15. On 1 April 2022, the corporate tax rate in South Africa has:
- A decreased to 27%.
 - B stayed unchanged at 28%.
 - C increased to 29%.
 - D Increased to 30%
16. Which of the following public challenges place extra burdens and expenditure on businesses as they have to develop policies, support systems, and informative programmes to address them?
- A Political challenges.
 - B Legal challenges.
 - C Socio-economic challenges.
 - D Economic challenges.
17. Which of the following industries performed the best in South Africa during the National Lockdown of 2020 and 2021?
- A Tourism industry.
 - B Home improvement industry.
 - C Transportation industry.
 - D Live entertainment industry.
18. The Prime interest rate of South Africa was at a 50-year-low during most of 2021. What percentage is being referred to?
- A 6.75%
 - B 7.00%
 - C 7.25%
 - D 7.50%
19. Poor economic growth, restrictive labour regulations, and a lack of skills and educational development have contributed to large-scale unemployment in South Africa. What was South Africa's unemployment rate during quarter 3 of 2021 (Q3, 2021)?
- A 28.4%
 - B 34.9%
 - C 39.2%
 - D 44.7%

CITIZENSHIP: ROLES AND RESPONSIBILITIES

20. The primary objective of a business is:
- A profit maximisation.
 - B corporate social responsibility.
 - C corporate social investment.
 - D corporate citizenship.
21. Triple Bottom Line reporting includes:
- A economic, environmental, and global aspects.
 - B environmental, global, and financial aspects.
 - C economic, environmental, and social aspects.
 - D environmental, social, and global aspects.
22. Which one of the following is an example of Corporate Social Investment (CSI)?
- A If a retailer sells products at a lower price than its competitors.
 - B When a business invests money in its IT infrastructure.
 - C When a business pays the school fees of their permanent employees.
 - D If a business increases its marketing budget to launch a new product.

BUSINESS FUNCTIONS (MARKETING, HUMAN RESOURCES, AND PRODUCTION)

23. Which of the following would NOT be part of a retail store's marketing plan?
- A Brainstorming strategies to effectively deal with consumer complaints.
 - B Performing a work-to-rule action over wages.
 - C Developing recyclable packaging.
 - D Expanding the brand abroad.
24. The main function(s) of performance appraisals is/are:
- A to give feedback to employees on past performance and to communicate future expectations.
 - B to identify areas of strengths and weaknesses and to put strategies in place to use strengths and improve on weaknesses.
 - C to discuss employment issues such as salary progression, bonuses, merits, perks, and promotional opportunities.
 - D all of the above.
25. As a Human Capital manager, you need to make sure that a contract is signed between the business and the new employee. Which law will you use as a basis for your contract?
- A Labour Legislation
 - B Skills Development Act
 - C Employment Act
 - D Basic Conditions of Employment Act

26. Which of the following refers to a strategy that attempts to develop a new market for an existing product or service you are already familiar with?
- A Product development
 - B Diversification
 - C Market developing
 - D Market penetration
27. Mr Price has a comprehensive staff induction programme. This implies that:
- A existing employees are given preferential treatment when filling managerial positions.
 - B all new recruits are required to attend a seminar on the mission, vision, and goals of the organisation.
 - C employees must undergo an annual job appraisal completed by top management.
 - D external sources will be used to fill vacant posts in Mr Price's operations department.
28. Before recruitment takes place, a business will need to make use of manpower planning. What does this imply?
- A Determining all the tasks and responsibilities associated with each job in an organisation.
 - B Determining the qualifications, skills, and experience required for an employee to do the job.
 - C Transferring an existing employee to a new position.
 - D Estimating the number of employees, as well as the skill level of the employees needed for the business to operate successfully.
29. Name the independent organisation that can make unbiased judgements between employers and employees to resolve a dispute referred to it in terms of the LRA.
- A CCMA
 - B NEDLAC
 - C BCEA
 - D SAQA
30. The following actions may result in disciplinary procedures:
- I. habitual late-coming
 - II. refusing to wear a face mask at work during the National lockdown.
 - III. refusing to wear a hairnet while working with food.
 - IV. refusing to follow an unreasonable instruction.
- A I, II and III
 - B II, III and IV
 - C I, III and IV
 - D I, II and IV