

High School Olympiad

Guiding the leaders of tomorrow

BUSINESS STUDIES

GRADE 12

Olympiad Paper

Round Two

Marks: 30

Time: 1 hour

Date: 3 August 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

Subject: Business Studies

Topic: Legislation and demands for redress and equity

Use the information below and answer the question that follows:

Article 19(3) of the ICCPR states: “The exercise of the rights to [freedom of expression], carries with it special duties and responsibilities. It may therefore be subject to certain restrictions, but these shall only be such as are provided by law and are necessary, (a) For respect of the rights or reputations of others; (b) For the protection of national security or of public order or of public health or morals.”

(<http://constitutionnet.org>)

1. The extract above is an example of:
 - A Code of ethics.
 - B Limitation clause.
 - C Conduct clause.
 - D Labour Relations Act.

2. The pumps at the filling stations should clearly show the price of petrol and diesel. This statement is an example of what rights under the Consumer Protection Act?
 - A Right to fair and responsible marketing.
 - B Right to fair value, good quality, and safety.
 - C Right to choose.
 - D Right to disclosure of information.

3. Which of the following legislation allowed the government to implement a national lockdown:
 - A Pandemic Relief Act.
 - B Compensation for Injuries and Disease Act.
 - C Disaster Management Act.
 - D Occupational Health and Safety Act.

Topic: Human Resources function

Use the information below and answer Questions 4, 5 and 6.

Amy is a cashier at a local retail business. The information below appears on Amy's payslip:

Employee:	Amy Johnson		
Gross salary:	R10 000		
Deductions:		Contributions:	
Tax:	R2 500		
UIF:	R100	UIF:	R100
Pension fund:	R750	Pension fund:	R100
Net salary: Unknown			

4. What type of remuneration structure does Amy receive?
- A Cost to company.
 - B Gross salary structure.
 - C Cost plus benefits.
 - D Net salary structure.
5. What is Amy's net salary?
- A R10 200
 - B R6 650
 - C R10 750
 - D R12 500
6. Explain the UIF deduction and contribution.
- A 1% of net salary contributed by employee and employer.
 - B 2% of gross salary contributed by the employee.
 - C 2% of net salary contributed by the employee.
 - D 1% of gross salary contributed by employee and employer.

Topic: Professionalism and Ethics

7. Which of the following scenarios can be considered ethical?
- A A spaza shop owner inflates the prices of goods in a rural area because there are no other competitors in her area.
 - B The CEO of Checkers uses the business' petrol card to travel to Cape Town for leisure.
 - C Social media employees in the marketing division respond to comments and queries on their Instagram page during work hours.
 - D An employee gives his manager a plasma TV for his birthday.

8. An example of dysfunctional conflict could be:
- A Workers get into a physical altercation.
 - B A trade union organises a strike for fair working conditions.
 - C The HR manager organises a workshop for cultural awareness after two employees argued about differences of culture.
 - D After an employee has an emotional breakdown, the manager realises that he is going through a tough time in his personal life.

Use the extract below to answer Question 9.

Consultation

Citizens should be consulted about the level and quality of the public services they receive and, wherever possible, should be given a choice about the services that are offered.

Service standards

Citizens should be informed of the level and quality of public service they will receive so that they know what to expect.

Access

All citizens should have equal access to the services to which they are entitled.

(localgovernmentaction.org/dedi6.cpt3.host-h.net)

9. Identify the document containing guidelines for regulating ethics within the government.
- A Nelson Mandela Principles.
 - B Batho Pele Principles.
 - C National Ethics Principles.
 - D GAAP Principles.

Topic: Creative thinking and Problem-solving

Solve the lateral thinking puzzles below for Questions 10, 11 and 12.

10. A carrot, a scarf and five pieces of coal are found lying on your neighbour's lawn. Nobody put them on the lawn, but there is a simple, logical reason why they are there. What is the reason?
- A The items fell out of the shopping bag.
 - B The dog dragged the items out to chew on.
 - C The items were used by children to build a snowman that has now melted.
 - D A child is playing dress-up.
11. A man pushes his car until he reaches a hotel. When he arrives, he goes bankrupt. What happened?
- A He ran out of petrol.
 - B He is playing Monopoly and his piece is the car.
 - C He is the hotel owner, going to the bank.
 - D None of the above.
12. The sound of Brian's snoring is usually just annoying, but today it causes terror and panic. Why?
- A Brian is sleepwalking.
 - B Brian is the name of a bus.
 - C Brian is the name of a pet bear.
 - D Brian is a bus driver.

Topic: Challenges in the Macro-environment

Use the information below to answer Questions 13 and 14.

April is an important month in the fuel price calendar to revise road and pipeline tariffs, as well as fuel and Road Accident Fund (RAF) levies to be implemented into the price structures of petrol, diesel, and illuminating paraffin (IP), the Department of Energy said.

(<https://businesstech.co.za/news/energy/308090/here-is-the-official-petrol-price-for-april-2019>)

13. Identify the social challenge created by the information above.
- A Decreased pressure on citizens' income, leading to an increase in the standard of living and a decrease in poverty.
 - B Increased pressure on citizens' income, leading to a decrease in standard of living and an increase in poverty.
 - C More jobs are created, leading to an increased standard of living.
 - D International investors see South Africa as a favourable and stable economy.
14. What could be a possible solution for retail businesses in response to the challenge mentioned above?
- A Move factories further from retail stores to increase transportation costs.
 - B Participate in an unprotected strike.
 - C Move manufacturing factories closer to retail stores to limit transportation of goods.
 - D Negotiate for a lower petrol price from a local supplier.

Topic: Corporate Social Responsibility

15. KwaZulu-Natal Premier Sihle Zikalala says the preliminary costs of damage following the unrest and looting in KZN are estimated at R_____.
- A 2 billion
 - B 7 million
 - C 17 billion
 - D 1 billion
16. _____ of the South African adult population have been fully vaccinated against COVID.
- A Between 10 and 15%
 - B Between 29 and 32%
 - C Between 35 and 40%
 - D Between 42 and 45%
17. Which CSR organisation contributed the most to the relief efforts in KZN after the floods of 2022?
- A SPCA.
 - B KFC Add Hope.
 - C Gift of the Givers.
 - D Ekukhanyeni Relief Project.

Topic: Human Rights, Inclusivity and Environmental issues

18. The fund used to bring relief to employees during the COVID-19 lockdown was:
- A RAF.
 - B COIDA.
 - C UIF.
 - D TERS.
19. The Bill of Rights forms part of which legislative document?
- A Labour Relations Act.
 - B The Constitution.
 - C CCMA.
 - D Basic Conditions of Employment Act.

Topic: Team performance and Conflict management

20. Which of the following can be described as arbitration?
- A The manager of a Shoprite store facilitates a dispute between employees to help solve their grievances.
 - B Two employees cannot agree on the concept for a new marketing campaign. The marketing manager settles the dispute by choosing a concept.
 - C Board members work through their disagreement peacefully with no third-party intervention.
 - D The CEO offers suggestions regarding a disagreement. However, the choice remains with the aggrieved parties.
21. The following document outlines the expected behaviour of employees, including dress code and punctuality:
- A Code of Ethics.
 - B Labour Relations Act.
 - C Code of Conduct.
 - D Employment Contract.
22. Conflict that stimulates creativity is called:
- A dysfunctional conflict.
 - B functional conflict.
 - C management conflict.
 - D team conflict.

Topic: Business environments and sectors

23. Which of the following would be used to analyse the internal environment?
- I. Value chain analysis.
 - II. Resource-based analysis.
 - III. PESTLE analysis.
 - IV. Porter's six forces model.
- A I and II only.
B I, III, and IV only.
C I and III only.
D All of the above.
24. If the South African rand depreciates, it is a/an _____ for exporters and a/an _____ to importers.
- A threat; opportunity
B opportunity; threat
C threat; threat
D opportunity; opportunity

Topic: Management and Leadership

25. Which of the following ensures a low staff turnover?
- A Recruitment
B Induction/Orientation
C Placement
D Retention
26. When a manager uses his discretion as to whether an employee should be granted extra leave as a result of a death in the family, he is displaying _____ leadership.
- A transactional
B laissez-faire
C transformational
D situational

Topic: Quality performance

27. Governance is:
- A the power that the government has over the people.
B the way in which a company is organised politically.
C the way in which the country's Reserve Bank is operated.
D the rules and processes by which a company is controlled.

28. When a business tries to reduce costs by being more efficient, it is part of a:

- A conservative strategy.
- B low-cost strategy.
- C growth strategy.
- D balanced strategy.

29. A new product in an existing market is:

- A divestiture strategy.
- B product development.
- C market development.
- D diversification strategy.

30. An existing product into a new market is:

- A divestiture strategy.
- B product development.
- C market development.
- D diversification strategy.