

BUSINESS STUDIES

GRADE 12

Olympiad Paper

Round Two

Marks: 30

Time: 1 hour

Date: 2 August 2023



Instructions

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

PROVERTO EMS OLYMPIAD 2023 – GRADE 12

Subject: Business Studies

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>

- The extract above is an example of _____.
A a code of ethics.
B a limitation clause.
C a conduct clause.
D The Labour Relations Act.
- 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.
- Which of the following is a pillar of the BBBEE?
A Businesses should have 40% previously disadvantaged ownership.
B Businesses should use suppliers who employ previously disadvantaged people.
C Businesses should empower more previously disadvantaged employees to become managers.
D All of the above.

Human Resource 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 the net salary is contributed by employee and employer.
 - B 2% of gross salary is contributed by the employee.
 - C 2% of the net salary is contributed by the employee.
 - D 1% of gross salary is contributed by employee and employer.

Professionalism and Ethics

7. How companies measure themselves to show that they act in a socially, economically, and environmentally responsible manner.
- A Balance Scorecard.
 - B FTSE/JSE Responsible Investment Index.
 - C GRI.
 - D BBBEE Scorecard.
8. When Company Directors admit that an unethical business practice has taken place on their watch, they are displaying the following quality(ies):
- A Integrity
 - B Transparency
 - C Accountability
 - D All of the above.

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 what level and quality of public service they will receive so that they are aware of 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.

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 They fell out of the shopping bag.
 - B The dog dragged them out to chew.
 - 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's playing Monopoly and his board piece is the car.
 - C He is the hotel owner on his way 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.

Challenges in the Macro Environment

Use the information below and answer Questions 13 and 14.

April is an important month in the fuel price calendar to revise road and pipelines 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 leads to an increase in the standard of living and a decrease in poverty.
 - B Increased pressure on citizens' income leads to a decrease in the standard of living and an increase in poverty.
 - C More jobs are created which leads 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 the transportation of goods.
 - D Negotiate for a lower petrol price from a local supplier.

Human Rights, Inclusivity, and Environmental Issues

15. The floods in South Africa from February to March 2023 were caused by heavy rainfall as a result of the La Niña weather phenomenon. The cost of the damage was estimated to be around R_____ in Eastern Cape and _____ in Mpumalanga.
- A 4.5 billion and 337 million
 - B 3.7 million and 445 billion
 - C 17 billion and 500 million
 - D 1 million and 100 thousand
16. The cholera death toll in South Africa rose to how many in June 2023?
- A 15
 - B 31
 - C 40
 - D 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.

Strategies to respond to challenges.

18. A Woolworths store manager can improve their relationship with their supplier by _____
- A ensuring prompt payment for services.
 - B collaborating with the other franchise owners to boycott the supplier.
 - C delaying payment to improve the supplier's liquidity.
 - D decreasing their CSR contribution.
19. When a business tries to reduce costs by being more efficient it is part of a _____ strategy.
- A general
 - B triple bottom line
 - C cost-reduction
 - D low-cost

Team Performance and Conflict Management

20. A/An _____ issues an instruction on how conflict should be resolved which is binding on the parties involved.
- A arbitrator
 - B conciliator
 - C negotiator
 - D franchisor
21. When a manager can draw on the human, information, materials, and other resources of the business, it is known as _____
- A Teamwork Competency.
 - B Organisational Competency.
 - C Strategic-Awareness Competency.
 - D Global Awareness Competency.
22. When a current employee provides guidance and assistance to a new employee, this is known as _____ which can be seen as _____.
- A induction, off-the-job training.
 - B mentoring, on-the-job training.
 - C mentoring, off-the-job training.
 - D supervising, off-the-job training.

Business environments and - sectors

23. Customers possess a high level of power when _____
- A the business has many substitute products in the market.
 - B the business has many large clients.
 - C there are a few suppliers in the market.
 - D the government controls access to the market.
24. The management of Woolworths uses total assets: total liabilities as a measure of _____ when doing a quality performance check.
- A solvency
 - B profitability
 - C liquidity
 - D gearing

Management and Leadership

25. The main management tasks are generically known as POLC. What does POLC stand for?
- A Planning, Organizing, Leading, and Commanding.
 - B Planning, Offering, Leading, and Controlling.
 - C Planning, Organizing, Leading, and Controlling.
 - D Purchasing, Organizing, Lending, and Controlling.
26. When a manager at Woolworths is dealing with a cashier who does not like change, it would be best to _____
- A try and explain how all members of staff would benefit from the change.
 - B offer the staff member a promotion.
 - C agree with the staff member and stop all changes.
 - D bring about even more change in the business.

Quality performance

27. Which one of the following sustainability factors is part of the “triple bottom line” (integrated) reporting measurement tool?
- A Political sustainability.
 - B Environmental sustainability.
 - C Technical sustainability.
 - D Competitive sustainability.
28. Which of the following actions would be performed by the Supply Chain manager at Woolworths?
- A Examining the process of extraction of crude oil to the delivery of fuel.
 - B Ensuring the ethical treatment of coffee farmers for the Café coffee shops.
 - C Monitoring stock levels of fresh milk to avoid spoiling.
 - D All of the above.
29. Which of the following is a responsibility of directors according to the King Code?
- A Fiduciary duty.
 - B The duty to act with due care and skill.
 - C Always adopt an ethical leadership style.
 - D All of the above.
30. The approach used to describe key outcomes that the business wants to measure to improve these outcomes, is called the _____
- A Resource-Based Approach.
 - B Balanced Score Card.
 - C Value-chain analysis.
 - D SWOT.