

High School Olympiad

*Guiding the leaders of tomorrow*

# BUSINESS STUDIES

**GRADE 12**

**Olympiad Paper**

**Round One**

**Marks: 30**

**Time: 1 hour**

**Date: 10 May 2023**



## 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 2023 – GRADE 12 BUSINESS STUDIES

CHOOSE THE MOST CORRECT OPTION FOR QUESTIONS 1 TO 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 minimum requirements.
  - B Granting employment preferences 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. The POPI Act was recently introduced in South Africa and forms part of the \_\_\_\_\_ sector.
  - A political
  - B legal
  - C ethical
  - D physical
  
4. One of the specifications of the BCEA is that workers must receive double pay for working on \_\_\_\_\_
  - A management projects.
  - B Sundays.
  - C dangerous projects.
  - D Saturdays.

## PROFESSIONALISM AND ETHICS

5. If the director of Pick n Pay resigns from his/her position in the company because of insider trading, they are displaying \_\_\_\_
- A synergy.
  - B accountability.
  - C indemnification.
  - D vertical integration.
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 the following in its annual report:  
“Effective governance is considered 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 is \_\_\_\_
- A a Narrative-based theory.
  - B a Consequence-based theory.
  - C according to a Principle-based theory.
  - D none of the above.
8. This 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.
9. \_\_\_\_\_ is the non-disclosure of income to pay less tax.
- A Tax avoidance
  - B Tax deduction
  - C Tax evasion
  - D Tax debenture

## 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 elements are present in SCAMPER as a problem-solving technique?
- A Scramble, Combine, Amplify, Modern, Put to another use, Eliminate, Reverse
  - B Substitute, Calculate, Amplify, Modify, Pattern, Eliminate, Reverse
  - C Substitute, Combine, Adapt, Modern, Pattern, Elaborate, Reverse
  - D Substitute, Combine, Adapt, Modify, Put to another use, Eliminate, Reverse
12. Identify the following famous creative thinker and identify what he is famous for.



Figure 1: <https://en.wikipedia.org/wiki/>

- A Steve Jobs, inventor, designer, and entrepreneur for Microsoft.
  - B Steve Jobs, inventor, designer, and entrepreneur for Apple.
  - C Elon Musk, inventor, designer, and entrepreneur for Apple.
  - D Elon Musk, inventor, designer, and entrepreneur for Tesla.
13. The following extract is an example of what type of theory needs to be considered when applying creative thinking in a diverse workplace.
- The spirit of the African worldview includes wholeness, community, and harmony which are deeply embedded in cultural values.*
- A Indigenous thinking.
  - B Force field analysis.
  - C Incentive thinking.
  - D Restraining forces.
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 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 remained unchanged at 28%.
  - C increased to 29%.
  - D Increased to 30%
16. Which of the following workers do not have the right to strike?
- A Educators and the Educational Department.
  - B The National Defence Force.
  - C Factory workers.
  - D Management in businesses.
17. \_\_\_\_\_ are unexpected and unplanned happenings and events.
- A Trends
  - B Crises
  - C Strategies
  - D Integrations
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 \_\_\_\_\_ is a non-profit global organisation that promotes reporting on sustainability issues through the creation of a sustainability reporting framework.
- A GRI
  - B SABS
  - C SARS
  - D FTE/SRI
21. Workplace Forums can be established if the business employs how many employees?
- A 50
  - B 100
  - C 500
  - D 1 000
22. \_\_\_\_\_ is trying to understand the political, language, or cultural differences between countries to avoid making assumptions about others.
- A Organisational awareness
  - B Global awareness
  - C Globalisation
  - D Materialism

## BUSINESS FUNCTIONS

23. Which of the following describes the purpose of interviewing a new employee?
- A To give the employee an opportunity to ask questions about the business.
  - B To ask for more detail on information provided in the CV.
  - C To meet the candidate in person and see if they will fit in.
  - D All of the above.
24. Which of the following is NOT a fringe benefit?
- A Travel allowance
  - B Medical Aid
  - C PAYE
  - D Pension
25. As a Human Capital manager, you need to make sure that a contract is signed between the business and the new employee. Name the law that you would use to base your contract on.
- A Labour Legislation.
  - B Skills Development Act.
  - C Employment Act.
  - D Basic Conditions of Employment Act.

26. Choosing the correct suppliers of goods and services at the best possible price while keeping the required quality in mind, is part of Shoprite's \_\_\_\_\_ function.
- A finance
  - B production
  - C general management
  - D purchasing
27. The Pick n Pay No Name Brand tomato sauce was contaminated during production. A media statement was released, and all bottles were fully refunded. Which King Code Principle was implemented?
- A Integrity
  - B Transparency
  - C Accountability
  - D All of the above
28. A strategy that Wimpy could implement at all levels and in all departments of the business to ensure that all employees maintain the required standards, is called \_\_\_\_
- A standard deviation.
  - B market research.
  - C employee control.
  - D total quality control.
29. Name the independent organisation that can make unbiased judgments between employers and employees when called upon 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. regular late coming.
  - II. refusing to wear a face mask at work during the National lockdown phase.
  - III. refusing to wear a hair net 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