

High School Olympiad

Guiding the leaders of tomorrow

BUSINESS STUDIES

GRADE 12

Olympiad Paper

Round One

Marks: 30

Time: 1 hour

Date: 12 May 2021



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 2021 – GRADE 12

BUSINESS STUDIES

ROUND 1

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

1. Refer to the following extract:

Nobody can argue that this year was economically a very challenging year with lots of fatalities in term of job losses. Many employers decided to close shop because of the economic climate combined with the impact of the extended industrial action in the mining industry and transport sector.

(<https://www.labourguide.co.za/most-recent/1569-retrenchments-back-to-basics>, accessed 18/03/2021)

Identify the act referred to in the above extract.

- A Basic Conditions of Employment Act
 - B Employment Equity Act
 - C Labour Relations Act
 - D Consumer Protection Act
- 2.** Miriam is a supervisor in a grocery store. Her normal working hours are from 07:00 to 19:00 and from 19:00 to 07:00 on alternative weeks. She also works every second weekend from 07:00 to 19:00 and she receives no overtime for these hours.
- Which Act is being violated by the employer?**
- A Occupational Health and Safety Act
 - B Basic Conditions of Employment Act
 - C Employment Equity Act
 - D Skills Development Act
- 3.** Which of the following is a pillar of the BBBEE?
- A Businesses should have 40% previously disadvantaged ownership.
 - B Business should use previously disadvantaged-owned suppliers.
 - 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. Which of the following is a responsibility of directors according to the King code?
- A Fiduciary duty.
 - B The duty to act with care and skill.
 - C They should always adopt an ethical leadership style.
 - D All of the above.
6. The illegal use or reproduction of a company's products if it is protected by a patent or copyright.
- A Conciliation
 - B Piracy
 - C Subrogation
 - D Benchmarking
7. The ethical theory which states that one's principles or values will determine whether the action is right or wrong.
- A Predetermined theory
 - B Virtue-based theory
 - C Principle-based theory
 - D Substantive theory
8. Validate why, when the term *Cyberslacker* is used to describe an employee, that employee is being unethical.
- A Term is used to identify people who incorrectly conduct Web-based research.
 - B Term is used to identify people who never reference research conducted using the Web.
 - C Term is used to identify people who surf the Web when they should be working.
 - D None of the above.
9. A guideline for employees that explains acceptable behaviour, expected standards and the consequences should the guidelines not be met, are known as the
- A Code of Conduct.
 - B Grievance Procedure.
 - C Ethical Code.
 - D Disciplinary Procedure.

CREATIVE THINKING AND PROBLEM SOLVING

10. When a business tries to reduce costs by being more efficient, it is part of a ... strategy.
- A General
 - B Triple bottom line
 - C Combination
 - D Low cost

11. Which one of the following statements is **NOT TRUE** of a creative thinker?

Creative thinkers are likely to ...

- A develop new ideas.
- B take risks.
- C be systematic.
- D plan strategically.

12. According to Belbin, the ... monitors a situation to look for opportunities and then thinks strategically about the optimal utilisation of these opportunities.

- A Finisher
- B Specialist
- C Evaluator
- D Plant

13. A problem-solving technique that focusses on four main perspectives to improve performance.

- A Value-chain analysis
- B Resource-based analysis
- C Balanced Score Card
- D Delphi technique

14. Identify the following famous creative thinker and identify what they are 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.

CHALLENGES OF THE MACRO BUSINESS ENVIRONMENT

Questions 15, 16 and 17 relate to information taken from the 2021 Budget speech delivered by Tito Mboweni.

15. How much money was allocated in the budget for the COVID vaccine over the next two years?
- A R10 million
 - B R10 billion
 - C R1 billion
 - D R1 million
16. According to STATS SA, what was the average annual inflation rate at the start of 2021?
- A 3,7%
 - B 4,1%
 - C 5,5%
 - D 3,3%
17. The fuel levy will increase on 1 April by ... cent per litre.
- A 27
 - B 9
 - C 18
 - D 20
18. Which of the following tools is used to analyse the external environment of a petrol station?
- A An analysis of strengths and weaknesses.
 - B Value Chain analysis.
 - C Resource-based analysis.
 - D PESTLE analysis.
19. Engen forecourts are all equipped with high-tech electronic point-of-sales systems. This strategy is in response to pressure from which macro environmental factors?
- A Social
 - B Environmental
 - C Technological
 - D Legal

CITIZENSHIP ROLES AND RESPONSIBILITIES

20. The broader community expects a business to familiarise itself with and to contribute to issues such as:
- A AIDS prevention and treatment.
 - B Anti-drug abuse campaigns.
 - C Sponsorships for sport activities.
 - D All of the above.

21. Which of the following best explains the implications of corporate social responsibility for the nearby disadvantaged community?
- A Employees are happier knowing they are making a positive difference in the lives of many others.
 - B There is an increase in media attention and publicity.
 - C It creates a healthier environment with better control over diseases.
 - D It assists in scoring higher on the JSE SRI.

22. Identify the management competency in the extract below:

Leaders take a broad, long-range approach to problem-solving and decision-making that involves objective analysis, thinking ahead, and planning.

- A Global awareness
 - B Organisational awareness
 - C Strategic thinking
 - D Customer service orientation
23. State whether the following is TRUE or FALSE. If FALSE, correct the statement to make it TRUE.

CSR focuses on **profit and environmental** issues.

- A True.
 - B False, profit and the community.
 - C False, community and the environment.
 - D False, profit and dividends.
24. Who came up with the theory that suggests all businesses have a legal responsibility towards the broader society?
- A Porter and Adam
 - B Adam
 - C Maslow
 - D Blowfield and Murray

BUSINESS FUNCTIONS (MARKETING, HUMAN RESOURCES AND PRODUCTION)

25. One of the significant advantages of making use of work teams is that ...
- A the combined effect of a team is greater than the sum of their individual efforts.
 - B it avoids conflict resolution.
 - C technology is required to succeed.
 - D it encourages individualism.
26. Which of the following refers to the use of an established brand to launch products in an unrelated market?
- A Brand extension
 - B Brand stretching
 - C Market mapping
 - D Market intervention

27. Choosing the correct suppliers of goods and services at the best possible price while keeping the quality required in mind, is part of the _____ function.
- A finance
 - B production
 - C general management
 - D purchasing

28. **Identify the production process used in the extract.**

For the vast majority of cruise ships, all of their cabins are built separately from the rest of the vessel, on a construction line akin to a car factory. ... These cabins are then transported to the shipyard, where they are slotted into the vessel using the magnetic force.

(<https://www.cruise1st.co.uk/blog/cruise-ships/how-are-cruise-ships-built/>)

- A Jobbing production
 - B Mass production
 - C Batch production
 - D Combination production
29. Which of the following actions would be performed by the Supply Chain Manager?
- 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 coffees.
 - C Monitoring stock levels of fresh milk to avoid spoiling.
 - D All of the above.
30. 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.