

# High School Olympiad PREPARATION STUDY GUIDE

# BUSINESS STUDIES

## PAST PAPER AND MEMO ROUND ONE AND TWO

## GRADE 12



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GR 10, 11, 12

**OLIMPIADE  
KALENDER**

NATIONAL HIGH SCHOOL OLYMPIAD  
Accounting, Business Studies, Economics

NASIONALE HOËRSKOOL OLIMPIADE  
Rekeningkunde, Besigheidstudies, Ekonomie

## 2022

January						February						March						April									
M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
27	28	29	30	31	1	30	31	1	2	3	4	5	27	28	1	2	3	4	5	27	28	29	30	31	1	2	
3	4	5	6	7	8	6	7	8	9	10	11	12	6	7	8	9	10	11	12	3	4	5	6	7	8	9	
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19	20	21	22	23	24	16	17	18	19	20	21	22	13	14	15	16	17	18	19	18	19	20	21	22	23	24	
26	27	28	29	30	1	23	24	25	26	27	28	29	20	21	22	23	24	25	26	25	26	27	28	29	30	31	
						30	31	1	2	3	4	5	27	28	29	30	1	2	3								

**First Round: 11 MAY**  
**Second Round: 3 AUGUST**

**Eerste Ronde: 11 MEI**  
**Tweede Ronde: 3 AUGUSTUS**

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# PROVERTO

## NATIONAL HIGH SCHOOL OLYMPIAD

### ANSWER SHEET ROUND ONE

TODAY'S DATE DAY MONTH YEAR GRADE

SCHOOL NAME

LEARNER SURNAME

FIRST NAME INITIALS DATE OF BIRTH Female Male

LEARNER EMAIL (if available)

LEARNER Mobile Number

**SELECT THE SUBJECT/SUBJECTS (Mark a block with a X)**

ACCOUNTING/REKENINGKUNDE  BUSINESS STUDIES/BESIGHEIDSTUDIES  ECONOMICS/EKONOMIE

### ACCOUNTING / REKENINGKUNDE

1 A B C D	6 A B C D	11 A B C D	16 A B C D	21 A B C D	26 A B C D
2 A B C D	7 A B C D	12 A B C D	17 A B C D	22 A B C D	27 A B C D
3 A B C D	8 A B C D	13 A B C D	18 A B C D	23 A B C D	28 A B C D
4 A B C D	9 A B C D	14 A B C D	19 A B C D	24 A B C D	29 A B C D
5 A B C D	10 A B C D	15 A B C D	20 A B C D	25 A B C D	30 A B C D

TOTAL \_\_\_\_/30

### BUSINESS STUDIES / BESIGHEIDSTUDIES

1 A B C D	6 A B C D	11 A B C D	16 A B C D	21 A B C D	26 A B C D
2 A B C D	7 A B C D	12 A B C D	17 A B C D	22 A B C D	27 A B C D
3 A B C D	8 A B C D	13 A B C D	18 A B C D	23 A B C D	28 A B C D
4 A B C D	9 A B C D	14 A B C D	19 A B C D	24 A B C D	29 A B C D
5 A B C D	10 A B C D	15 A B C D	20 A B C D	25 A B C D	30 A B C D

TOTAL \_\_\_\_/30

### ECONOMICS / EKONOMIE

1 A B C D	6 A B C D	11 A B C D	16 A B C D	21 A B C D	26 A B C D
2 A B C D	7 A B C D	12 A B C D	17 A B C D	22 A B C D	27 A B C D
3 A B C D	8 A B C D	13 A B C D	18 A B C D	23 A B C D	28 A B C D
4 A B C D	9 A B C D	14 A B C D	19 A B C D	24 A B C D	29 A B C D
5 A B C D	10 A B C D	15 A B C D	20 A B C D	25 A B C D	30 A B C D

TOTAL \_\_\_\_/30

**INSTRUCTIONS:** Please complete all required information  
Colour a circle completely ● CORRECT MARK  
Erase any faulty marks completely  
Do not fold, tear or damage this form

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# 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.

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# BUSINESS STUDIES

## GRADE 12

### Olympiad Paper

### Round Two

### Marks: 30

### Time: 1 hour

### Date: 04 Aug 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!

# PERIODIC TABLE OF THE FIGURES OF SPEECH



1 <b>M</b> Metaphor											2 <b>S</b> Simile
3 <b>Sy</b> Synecdoche	4 <b>My</b> Metonymy										
10 <b>An</b> Anthimeria	11 <b>Ph</b> Periphrasis	5 <b>P</b> Personification	6 <b>A</b> Antanaclasis	7 <b>Pa</b> Paronomasia	8 <b>Sp</b> Syllepsis	9 <b>O</b> Onomatopoeia					
		12 <b>H</b> Hyperbole	13 <b>Au</b> Auresis	14 <b>L</b> Litotes	15 <b>Me</b> Meiosis	16 <b>Rq</b> Rhetorical Question					
17 <b>I</b> Irony	18 <b>Ox</b> Oxymoron	19 <b>Px</b> Paradox	20 <b>Pm</b> Parallelism	21 <b>As</b> Antithesis	22 <b>C</b> Climax	23 <b>Ae</b> Anastrophe	24 <b>Pa</b> Parenthesis	25 <b>Ap</b> Apposition	26 <b>E</b> Ellipsis	27 <b>Ay</b> Asyndeton	28 <b>B</b> Brachylogia
29 <b>Py</b> Polysyndeton	30 <b>Al</b> Alliteration	31 <b>Ac</b> Assonance	32 <b>Pt</b> Polypoton	33 <b>At</b> Antanaclasis <sup>2</sup>	34 <b>Aa</b> Anaphora	35 <b>Ep</b> Epistrophe	36 <b>Es</b> Epanalepsis	37 <b>Ad</b> Anadiplosis	38 <b>Cx</b> Climax <sup>2</sup>	39 <b>Ab</b> Antimetabole	40 <b>Ch</b> Chiasmus

## Tropes

### Reference

- Metaphor:** Reference of one thing to imply another
- Simile:** Explicit comparison of two unlike things
- Synecdoche:** A part is used for a whole or a whole is used for a part
- Metonymy:** Naming an object or concept to refer to another, related object or concept
- Personification:** Referencing inanimate objects with human-like qualities or abilities

### Wordplay & Puns

- Antanaclasis:** Repetition of a word with two different definitions
- Paronomasia:** Use of words similar in sound but different in meaning (punning)
- Syllepsis:** Use of the same word differently to modify two or more objects
- Onomatopoeia:** Forming a word to imitate a sound

### Substitutions

- Anthimeria:** Substitution of one part of speech for another
- Periphrasis:** Circumlocution; use of a descriptive phrase or proper noun to stand for qualities of the phrase or noun

### Overstatement/Understatement

- Hyperbole:** Exaggeration for effect

## What Are Figures of Speech?

Figures of speech are the fantastic little quirks in our language that make writing interesting. Typically divided into two types – tropes and schemes – figures of speech are structural and content-driven stylistic choices that add character and clarity to the way readers interpret writing.

## What Are Tropes?

Tropes are figures of speech that deviate in some way from the literal or ordinary meaning of words and phrases. You've probably heard of things like metaphors and similes – these are two of the many tropes you have at your disposal to enhance complexity, interest, and literary allusion to your writing.

- Auxesis:** Use of a term to describe something disproportionately less significant than the term implies
- Litotes:** Deliberate understatement
- Meiosis:** Use of a term to describe something disproportionately greater than the term implies

### Inversions

- Rhetorical Question:** Asking a question for a purpose other than to get an answer
- Irony:** Use of terms to convey a meaning opposite of the terms' literal meaning
- Oxymoron:** Placing two opposing terms side by side
- Paradox:** Contradictory phrase that contains some measure of truth

## Schemes

### Balance

- Parallelism:** Similarity in structure between words and phrases
- Antithesis:** Juxtaposing two contradictory ideas
- Climax:** Ordering words and phrases in order of increasing importance

### Word Order

- Anastrophe:** Inversion of natural speaking word order
- Parenthesis:** Insertion of terms or phrases that interrupt the natural syntactical flow

- Apposition:** Addition of words to clarify or elaborate what came before

### Omission/Inclusion

- Ellipsis:** Omission of words implied by context
- Asyndeton:** Omission of conjunctions between clauses
- Brachylogia:** Omission of conjunctions between a series of words
- Polysyndeton:** An overabundance of conjunctions

### Repetition

- Alliteration:** Repetition of consonants in two or more words
- Assonance:** Repetition of similar vowel sounds
- Polyptoton:** Repetition of words derived from the same root
- Antanaclasis:** Repetition of a word used with more than one meaning
- Anaphora:** Repetition of the same word or phrase at the beginning of successive clauses
- Epistrophe:** Repetition of the same word or phrase at the end of successive clauses
- Epanalepsis:** Repetition of a word at the end of a clause that was used at the beginning of the clause
- Anadiplosis:** Repetition of the last word of one clause at the beginning of the following clause
- Climax:** Repetition of anadiplosis at least three times, arranged so as to increase in importance each time
- Antimetabole:** Repetition of words in successive clauses, but in reverse grammatical order
- Chiasmus:** Repetition of grammatical structures in reverse order in successive phrases or clauses

## What Are Schemes?

Schemes are rhetorical adjustments to writing that make text read more smoothly and even sound more persuasive. Schemes deal with the structure of your sentences and where you position words and clauses.

## Why Should I Care?

If the purposes of writing are to engage your readers, help them understand, and persuade them, then you need to know the tools at your disposal to be all three of those things: engaging, comprehensible, and persuasive. Beyond the basic ability to use grammar correctly, the figures of speech are among your most valuable tools to becoming a fantastic writer.

Reference: <http://rhetoric.byu.edu/figures/Schemes%20and%20Tropes.htm> TheVisualCommunicationGuy.com | 2014

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# PROVERTO EMS OLYMPIAD 2021 – GRADE 12

## BUSINESS STUDIES

### ROUND 2

#### 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 what?

- A Code of Ethics
- B Limitation clause
- C Conduct clause
- D Labour Relations Act

2. **The pumps at filling stations should clearly show the price of petrol and diesel.**

This statement is an example of what right 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. This legislation promotes on-the-job training.

- A BCEA
- B EE
- C SDA
- D OHSA



## 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		
<b>Deductions:</b>		<b>Contributions:</b>	
Tax:	R2500		
UIF:	R100	UIF:	R100
Pension fund:	R750	Pension fund:	R100
<b>Net salary: Unknown</b>			

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 employee.
  - C 2% of net salary contributed by employee.
  - D 1% of gross salary contributed by employee and employer.

## PROFESSIONALISM AND ETHICS

7. A regulatory body that ensures ethical advertising.
- A CPA
  - B ASASA
  - C SABS
  - D LSM
8. The ethical theory that is based on the idea that the end justifies the means.
- A Principle-based
  - B Narrative-based
  - C Utilitarian-based
  - D Consequence-based

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 told 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)*

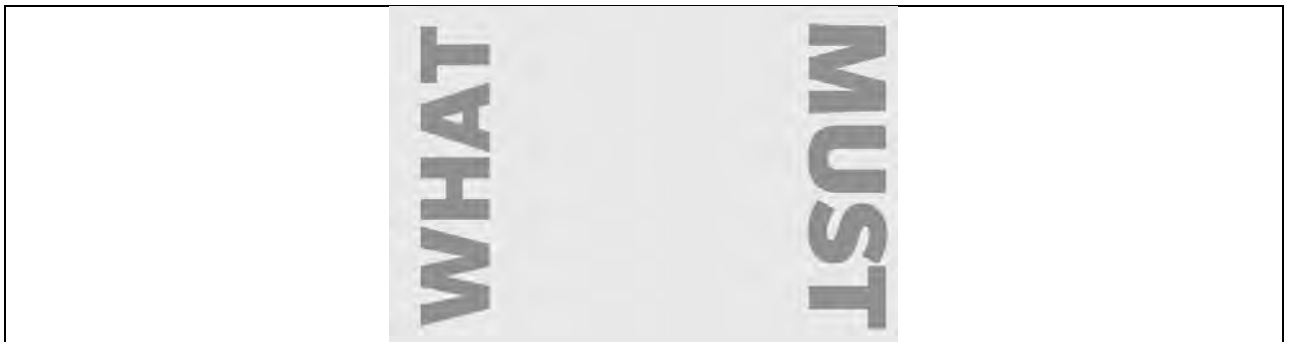
9. Identify the document containing guidelines for regulating ethics within the government.

- A Nelson Mandela Principles
- B Batho Pele Principles
- C National Ethics Principles
- D GAAP Principles

## CREATIVE THINKING AND PROBLEM-SOLVING

Solve the Rebus puzzles below for question 10, 11 and 12.

10.



- A What must be, will be.
- B What must go down?
- C What goes up must come down.
- D None of the above.

11.



- A My life is mine.
- B For once in my life.
- C One life, live it.
- D My life, live it.

12.



- A Broken soup.
- B Warm soup.
- C Pea soup.
- D Split pea soup.

## 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, leading to an increase in standard of living and decrease in poverty.
  - B Increased pressure on citizens' income, leading to a decrease in standard of living and 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 cost.
  - B Participate in an unprotected strike.
  - C Move manufacturing factories closer to retail stores to limit transportation of goods.
  - D Negotiate for lower petrol price from local supplier.
15. Which of the following employment changes are most likely to occur in a period of economic downturn?
- A Increased number of training programs to overcome skills deficits.
  - B Increased number of employees offered retrenchment packages.
  - C Increased incentive financial rewards programmes.
  - D Increased foreign investment in the economy.
16. Which pharmaceutical company committed to sell their COVID-19 vaccines on a non-profit basis?
- A Pfizer
  - B Johnson & Johnson
  - C Moderna
  - D Aspen

17. Share prices on the JSE are determined by:

- A exchange rate
- B brokers
- C demand and supply
- D inflation

## TEAM PERFORMANCE AND CONFLICT MANAGEMENT

18. Identify the official structure of the labour process:

- A Employer / workers → employer / workers organisations → bargaining council / CCMA → labour court → labour appeal court
- B Employer / workers organisations → employer / workers → bargaining council / CCMA → labour court → labour appeal court
- C Employer / workers → employer / workers organisations → bargaining council / CCMA → labour appeal court → labour court
- D Employer / workers → employer / workers organisations → labour court → labour appeal court → bargaining council / CCMA

19. The ... problem-solving technique is useful when group consensus is required. Individuals can participate without being in the same room and their responses can remain anonymous.

- A force-field
- B delphi
- C win-win
- D creative response

20. The CCMA is responsible for the following steps in labour disputes:

- A Adjudication
- B Letter of employment
- C Verbal warnings
- D Disciplinary Procedures

21. Which of the following is a reason for conflict in the Finance Department?

- A The appointment of a new financial manager.
- B The debtor's clerk is also in charge of creditors.
- C A complaint was raised regarding sexual harassment in the workplace but that has yet to be addressed.
- D All of the above.

22. Conflict that stimulates creativity.

- A Dysfunctional conflict
- B Functional conflict
- C Management conflict
- D Team conflict

## 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. Fill in the missing information for the statement below published on Moneyweb during May 2021.

Mining and manufacturing comprise almost a quarter of gross domestic product, while trade, which includes the retail sector, contributes \_\_\_\_%.

- A 5
- B 20
- C 27
- D 16

## MANAGEMENT AND LEADERSHIP

25. \_\_\_\_ ensures a low staff turnover.

- A Recruitment
- B Induction
- 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

## 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 in a new market is \_\_\_\_.

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

**ROUND 1 RONDE**

**GR 12 MEMO**

**MEMORANDUM  
2021**



**BUSINESS STUDIES / BESIGHEIDSTUDIES**

	A	B	C	D	
1.			ANSWER	HIGHER LEVEL	
2.		ANSWER	HIGHER LEVEL		
3.				ANSWER	MODERATE LEVEL
4.			ANSWER	LOWER LEVEL	
5.				ANSWER	MODERATE LEVEL
6.		ANSWER	MODERATE LEVEL		
7.			ANSWER	MODERATE LEVEL	
8.			ANSWER	HIGHER LEVEL	
9.	ANSWER	LOWER LEVEL			
10.				ANSWER	MODERATE LEVEL
11.			ANSWER	LOWER LEVEL	
12.			ANSWER	LOWER LEVEL	
13.			ANSWER	MODERATE LEVEL	
14.				ANSWER	HIGHER LEVEL
15.		ANSWER	HIGHER LEVEL		

	A	B	C	D	
16.				ANSWER	HIGHER LEVEL
17.	ANSWER	HIGHER LEVEL			
18.				ANSWER	LOWER LEVEL
19.			ANSWER	MODERATE LEVEL	
20.				ANSWER	LOWER LEVEL
21.			ANSWER	MODERATE LEVEL	
22.			ANSWER	HIGHER LEVEL	
23.			ANSWER	LOWER LEVEL	
24.				ANSWER	MODERATE LEVEL
25.	ANSWER	LOWER LEVEL			
26.		ANSWER	MODERATE LEVEL		
27.				ANSWER	LOWER LEVEL
28.	ANSWER	HIGHER LEVEL			
29.				ANSWER	LOWER LEVEL
30.		ANSWER	MODERATE LEVEL		

**ROUND 2 RONDE**

	A	B	C	D	
1.		ANSWER	HIGHER LEVEL		
2.				ANSWER	HIGHER LEVEL
3.			ANSWER	MODERATE LEVEL	
4.		ANSWER	MODERATE LEVEL		
5.	ANSWER	MODERATE LEVEL			
6.			ANSWER	MODERATE LEVEL	
7.				ANSWER	MODERATE LEVEL
8.				ANSWER	LOWER LEVEL
9.		ANSWER	HIGHER LEVEL		
10.	ANSWER	HIGHER LEVEL			
11.			ANSWER	MODERATE LEVEL	
12.	ANSWER	MODERATE LEVEL			
13.		ANSWER	HIGHER LEVEL		
14.				ANSWER	HIGHER LEVEL
15.		ANSWER	MODERATE LEVEL		

	A	B	C	D	
16.			ANSWER	HIGHER LEVEL	
17.	ANSWER	HIGHER LEVEL			
18.			ANSWER	HIGHER LEVEL	
19.		ANSWER	HIGHER LEVEL		
20.			ANSWER	HIGHER LEVEL	
21.			ANSWER	MODERATE LEVEL	
22.	ANSWER	HIGHER LEVEL			
23.				ANSWER	LOWER LEVEL
24.		ANSWER	LOWER LEVEL		
25.			ANSWER	MODERATE LEVEL	
26.	ANSWER	LOWER LEVEL			
27.		ANSWER	MODERATE LEVEL		
28.	ANSWER	LOWER LEVEL			
29.			ANSWER	LOWER LEVEL	
30.	ANSWER	MODERATE LEVEL			

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**AT NEDBANK WE BELIEVE IN USING OUR FINANCIAL EXPERTISE TO DO GOOD BY ASSISTING BRIGHT YOUNG LEADERS TO PURSUE THEIR ACADEMIC DREAMS.**

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Bursaries are awarded to address scarce and future skill requirements in the financial sector with specific focus on **Green Economy** skills.

## CRITERIA FOR SELECTION:

To be eligible for the Nedbank bursary, you must:

- be a South African citizen;
- have a proven financial need, as determined by your household income;
- have achieved:
  - a minimum academic average of 65% in the year that you are applying for the bursary; and
  - a minimum academic average of 65% for the required subjects aligned with the qualification you plan to study towards at university; and
- not have completed your grade 12 or senior certificate with mathematics literacy; and
- have successfully obtained admission approval to a South African public university or university of technology for the undergraduate qualification you plan to study towards.

## THE APPLICATION PROCESS:

We screen bursary applications against our external bursary selection criteria and we award bursaries through the Nedbank Educational Trust, at the sole discretion of the trust.

## IF YOU ARE SHORTLISTED, WE WILL ASK YOU TO:

- submit the relevant documents for financial review;
- participate in psychometric and other assessments; and
- attend an interview.

For the complete application process and a list of required documents, please visit our website at

[www.nedbank.co.za/bursary](http://www.nedbank.co.za/bursary).

There you can also find more information on opening dates and apply online.

All candidates will receive **feedback on the status** of their application at the completion of the recruitment and selection process (expected to be completed by the end of 2022).

### Contact information

Email: [Unlockyourambition@nedbank.co.za](mailto:Unlockyourambition@nedbank.co.za)

Bursaries are granted at Nedbank's sole discretion.

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