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▶ 2024

High School Olympiad Preparation Study Guide

Grade 12

BUSINESS STUDIES

**PAST PAPER AND MEMO
ROUND ONE AND TWO**

2021 * 2022 * 2023



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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

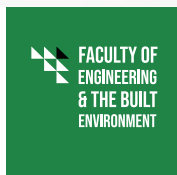
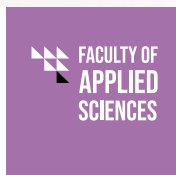


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2025

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High School Olympiad

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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 One

Marks: 30

Time: 1 hour

Date: 11 May 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

BUSINESS STUDIES

ROUND 1 – CHOOSE THE MOST CORRECT OPTION FOR QUESTIONS 1 – 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 the minimum requirements.
 - B Granting employment preference 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. Which of the following is a pillar of BBBEE?
 - A Businesses should have ownership by previously disadvantaged groups.
 - B Businesses should use suppliers owned by previously disadvantaged groups.
 - 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. For a business to act ethically it needs to apply fairness to all its actions and decisions. What does it mean for a business to be fair?
- A Businesses should be fair towards customers and therefore charge the lowest possible price.
 - B Businesses should be fair towards the surrounding community and therefore be involved in CSR programmes.
 - C Businesses should be fair towards their shareholders and therefore maximise profits.
 - D Businesses should be fair towards all stakeholders and therefore consider the impact that their decisions will have on these stakeholders.
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 as follows in their annual report:
“Effective governance is considered to be 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 can be said to be:
- A a narrative-based theory.
 - B a consequence-based theory.
 - C according to a principle-based theory.
 - D none of the above.
8. An illegal act where competitors agree to charge the buyers a predetermined price is known as:
- A price adjustments.
 - B price-fixing.
 - C price revision.
 - D price negotiations.
9. Select the definition that best describes the Code of Ethics.
- A A set of unfair rules and regulations.
 - B A guide to being trustworthy.
 - C A guide to help employees and employers to make ethical decisions in the workplace.
 - D A set of guidelines for corruption in the workplace.

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 problem-solving technique will a business use when they want to show different outcomes to a single event?
- A Decision Tree
 - B Pros and Cons chart
 - C Differentiation
 - D Focus strategy
12. Total quality management requires the involvement of:
- A top and middle management.
 - B lower management.
 - C quality controllers.
 - D all employees of an organisation.
13. Which one of the following is a problem-solving technique that focuses on four main perspectives to improve performance?
- A Value-chain analysis.
 - B Resource-based analysis.
 - C Balanced Score Card.
 - D Delphi technique.
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-making 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 stayed unchanged at 28%.
 - C increased to 29%.
 - D Increased to 30%
16. Which of the following public challenges place extra burdens and expenditure on businesses as they have to develop policies, support systems, and informative programmes to address them?
- A Political challenges.
 - B Legal challenges.
 - C Socio-economic challenges.
 - D Economic challenges.
17. Which of the following industries performed the best in South Africa during the National Lockdown of 2020 and 2021?
- A Tourism industry.
 - B Home improvement industry.
 - C Transportation industry.
 - D Live entertainment industry.
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 primary objective of a business is:
- A profit maximisation.
 - B corporate social responsibility.
 - C corporate social investment.
 - D corporate citizenship.
21. Triple Bottom Line reporting includes:
- A economic, environmental, and global aspects.
 - B environmental, global, and financial aspects.
 - C economic, environmental, and social aspects.
 - D environmental, social, and global aspects.
22. Which one of the following is an example of Corporate Social Investment (CSI)?
- A If a retailer sells products at a lower price than its competitors.
 - B When a business invests money in its IT infrastructure.
 - C When a business pays the school fees of their permanent employees.
 - D If a business increases its marketing budget to launch a new product.

BUSINESS FUNCTIONS (MARKETING, HUMAN RESOURCES, AND PRODUCTION)

23. 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.
24. The main function(s) of performance appraisals is/are:
- A to give feedback to employees on past performance and to communicate future expectations.
 - B to identify areas of strengths and weaknesses and to put strategies in place to use strengths and improve on weaknesses.
 - C to discuss employment issues such as salary progression, bonuses, merits, perks, and promotional opportunities.
 - D all of the above.
25. As a Human Capital manager, you need to make sure that a contract is signed between the business and the new employee. Which law will you use as a basis for your contract?
- A Labour Legislation
 - B Skills Development Act
 - C Employment Act
 - D Basic Conditions of Employment Act

26. Which of the following refers to a strategy that attempts to develop a new market for an existing product or service you are already familiar with?
- A Product development
 - B Diversification
 - C Market developing
 - D Market penetration
27. Mr Price has a comprehensive staff induction programme. This implies that:
- A existing employees are given preferential treatment when filling managerial positions.
 - B all new recruits are required to attend a seminar on the mission, vision, and goals of the organisation.
 - C employees must undergo an annual job appraisal completed by top management.
 - D external sources will be used to fill vacant posts in Mr Price's operations department.
28. Before recruitment takes place, a business will need to make use of manpower planning. What does this imply?
- A Determining all the tasks and responsibilities associated with each job in an organisation.
 - B Determining the qualifications, skills, and experience required for an employee to do the job.
 - C Transferring an existing employee to a new position.
 - D Estimating the number of employees, as well as the skill level of the employees needed for the business to operate successfully.
29. Name the independent organisation that can make unbiased judgements between employers and employees 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. habitual late-coming
 - II. refusing to wear a face mask at work during the National lockdown.
 - III. refusing to wear a hairnet 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

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

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!



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		
Deductions:		Contributions:	
Tax:	R2500		
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 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)

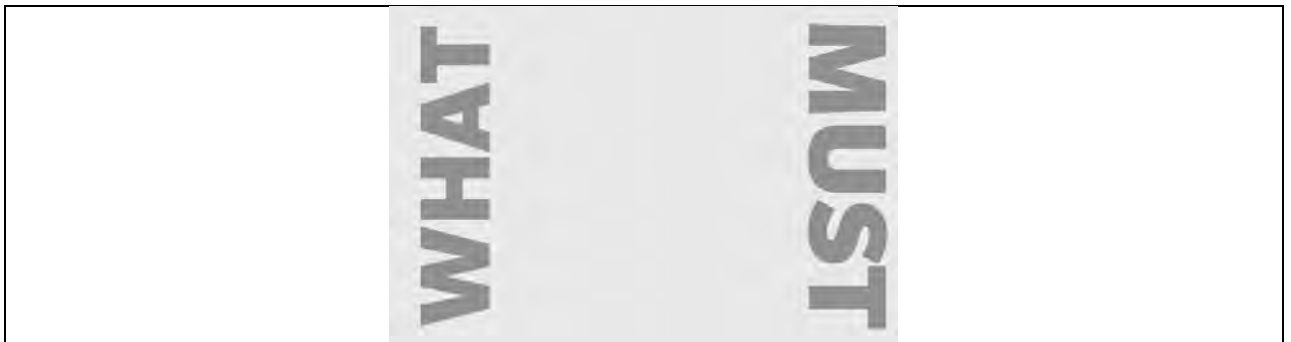
9. Identify the document containing guidelines for regulating ethics within the government.

- 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

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.”

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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.
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 - 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.

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- 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.

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Topic: Business environments and sectors

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 - 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.
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Topic: Quality performance

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High School Olympiad

Guiding the leaders of tomorrow

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.
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(<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

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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.

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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.

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	
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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	
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8.				ANSWER	LOWER LEVEL
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12.	ANSWER	MODERATE LEVEL			
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15.		ANSWER	MODERATE LEVEL		

	A	B	C	D	
16.			ANSWER	HIGHER LEVEL	
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28.	ANSWER	LOWER LEVEL			
29.			ANSWER	LOWER LEVEL	
30.	ANSWER	MODERATE LEVEL			

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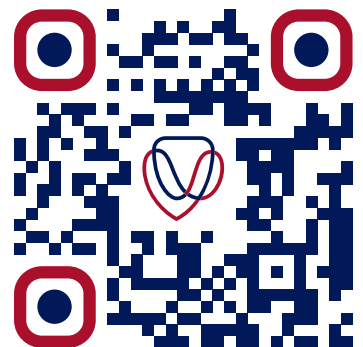
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ROUND ONE RONDE EEN

GR 12

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

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

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ROUND TWO RONDE TWEE

GR 12

Symbol	Questions	Marks
Low order	7,8,18,19,21,22	/6
Moderate	2,3,4,20,23,24,25,26,27,28,29,30	/12
High order	1,5,6,9,10,11,12,13,14,15,16,17	/12
Answer		
Total:		/30

Topic		A	B	C	D
Legislation	1.		B	C	
	2.				C
	3.			C	D
Human Resources	4.			C	D
	5.		B	C	
	6.				C
Ethics	7.			C	D
	8.	A	B		
	9.		B	C	
Problem-solving	10.			C	D
	11.		B	C	
	12.				C
Macro	13.		B	C	
	14.			C	D
	15.	A	B		

Topic		A	B	C	D
CSR	16.		B	C	
	17.			C	D
Human rights	18.				C
	19.		B	C	
Team and conflict	20.		B	C	
	21.			C	D
Sectors	22.		B	C	
	23.	A	B		
Management	24.		B	C	
	25.				C
Quality performance	26.				C
	27.				C
	28.		B	C	
	29.			C	D
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ACCOUNTING / REKENINGKUNDE

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| 2. A | 7. A | 12. C | 17. A | 22. A | 27. B |
| 3. C | 8. B | 13. A | 18. A | 23. C | 28. A |
| 4. A | 9. C | 14. D | 19. B | 24. A | 29. D |
| 5. B | 10. D | 15. C | 20. C | 25. C | 30. C |

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BUSINESS STUDIES / BESIGHEIDSTUDIES

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| 3. B | 8. C | 13. A | 18. B | 23. D | 28. D |
| 4. B | 9. A | 14. A | 19. B | 24. C | 29. A |
| 5. B | 10. B | 15. A | 20. A | 25. D | 30. A |

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ECONOMICS / EKONOMIE

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| 3. D | 8. C | 13. A | 18. D | 23. C | 28. B |
| 4. D | 9. D | 14. A | 19. B | 24. B | 29. D |
| 5. A | 10. C | 15. A | 20. A | 25. C | 30. B |

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2023

GRADE 12 GRAAD

ROUND TWO MEMORANDUM RONDE TWEE
Final Round* *Finale Ronde

ACCOUNTING / REKENINGKUNDE

1	A	B	C	D
2	A	B	C	D
3	A	B	C	D
4	A	B	C	D
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| 4. D | 9. B | 14. D | 19. A | 24. A | 29. C |
| 5. C | 10. B | 15. A | 20. A | 25. A | 30. B |

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BUSINESS STUDIES / BESIGHEIDSTUDIES

1	A	B	C	D
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30	A	B	C	D

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

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ECONOMICS / EKONOMIE

1	A	B	C	D
2	A	B	C	D
3	A	B	C	D
4	A	B	C	D
5	A	B	C	D

6	A	B	C	D
7	A	B	C	D
8	A	B	C	D
9	A	B	C	D
10	A	B	C	D

11	A	B	C	D
12	A	B	C	D
13	A	B	C	D
14	A	B	C	D
15	A	B	C	D

16	A	B	C	D
17	A	B	C	D
18	A	B	C	D
19	A	B	C	D
20	A	B	C	D

21	A	B	C	D
22	A	B	C	D
23	A	B	C	D
24	A	B	C	D
25	A	B	C	D

26	A	B	C	D
27	A	B	C	D
28	A	B	C	D
29	A	B	C	D
30	A	B	C	D

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|------|-------|-------|-------|-------|-------|
| 1. B | 6. D | 11. A | 16. C | 21. C | 26. A |
| 2. C | 7. A | 12. C | 17. A | 22. C | 27. A |
| 3. D | 8. A | 13. D | 18. B | 23. B | 28. C |
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- be a South African citizen; and
- have a proven financial need, as determined by your household income.

Must have:

- a minimum academic average of 65% in the year that you are applying for the bursary;
- a minimum academic average of 65% for the required subjects aligned with the qualification you plan to study towards at university;
- not completed your grade 12 or senior certificate with mathematics literacy; and
- 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 award bursaries through the Nedbank Educational Trust, at the sole discretion of the trust.

The screening process:

- We will only consider bursary applications submitted online via the link we have provided.
- Incomplete bursary applications will be rejected.
- Bursary applications will be screened and shortlisted according to the qualifying criteria.

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.

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Contact information:

Email: Unlockyourambition@nedbank.co.za

**Closing date for applications is
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For the complete application process and a list of required documents, please visit our website at www.nedbank.co.za/bursary

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