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2026

High School Olympiad Preparation Study Guide

Grade 12

BUSINESS STUDIES

PAST PAPER AND MEMO
ROUND ONE AND TWO
2023 * 2024 * 2025

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NATIONAL HIGH SCHOOL OLYMPIAD

ANSWER SHEET ROUND ONE

TODAY'S DATE (DAY / MONTH / YEAR: 2 0) GRADE

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FIRST NAME INITIALS DATE OF BIRTH Female Male

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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
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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

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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: 7 May 2025

Instructions

Please take time to read the instructions carefully.
If the ANSWER SHEET is not COMPLETE and correct your answer sheet will be invalid.

1. **NB! Please use a HB pencil or a black pen to complete the answer sheet.**
   No highligther or colours pens are allowed.

2. The ANSWER SHEET consist of 3 sections. Accounting, Business Studies and Economics.
   Please select and answer the **correct** section/subject

3. There are 4 possible answers per question (A B C D)
   Only one answer is correct. Colour a circle completely.

4. Good luck!

PROVERTO EMS OLYMPIAD 2025 – 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. Which Act in South Africa promotes the advancement of people who were disadvantaged under apartheid?

A Labour Relations Act
B Employment Equity Act
C Companies Act
D Consumer Protection Act

2. The Broad-Based Black Economic Empowerment (BBBEE) Act aims to _____

A reduce business taxes.
B promote fair wages in all industries.
C encourage participation of historically disadvantaged groups in the economy.
D Seize all foreign investment in South Africa.

3. How can a business ensure compliance with the Skills Development Act?

A Offer internal training programs and pay skills levies.
B Only appoint employees with university degrees.
C Lower salaries to cut costs.
D Remove employee benefits.

4. A company is struggling to meet its BBBEE targets. Which strategy would help improve compliance?

A Invest in employee training programmes and supplier development.
B Employ fewer workers to save money.
C Pay a fine and ignore compliance rules.
D Only employ workers from urban areas.

PROFESSIONALISM AND ETHICS

5. Which of the following is an example of an ethical business practice?

A Paying employees less than the minimum wage.
B Ensuring fair trade and sustainability in sourcing raw materials.
C Selling expired goods to maximise profit.
D Engaging in false advertising.

6. Why should businesses avoid insider trading?

A It is unethical and illegal.
B It increases company profits.
C It strengthens the stock market.
D It attracts foreign investors.

7. A company is facing a public backlash due to unethical sourcing of raw materials. What should the business do to restore its reputation?

A Ignore the backlash and continue its operations as usual.
B Issue a public apology and implement ethical sourcing practices.
C Sue the media for reporting on the issue.
D Reduce employee wages to cut costs and improve public relations.

8. A manager wants to promote professionalism in the workplace. Which of the following actions would be most effective?

A Encourage employees to arrive late if they have personal matters.
B Allow workers to use company resources for personal gain.
C Implement a strict dress code, ethical conduct policies, and employee training.
D Avoid communication with employees about ethical expectations.

9. A marketing team is debating whether to exaggerate the benefits of a product in an advertising campaign. Which ethical principle should guide their decision?

A Profitability over honesty.
B Transparency and truthful advertising.
C Customer manipulation for increased sales.
D Deceptive tactics to outcompete rivals.

CREATIVE THINKING AND PROBLEM SOLVING

10. Which method is most effective for encouraging creative thinking in the workplace?

A Strictly following traditional business practices.
B Rewarding innovative ideas and problem-solving.
C Reducing employee brainstorming sessions.
D Limiting communication among teams.

11. A business wants to stay competitive in a changing industry. Which strategy should it adopt?

A Encourage innovation and adaptability.
B Follow only traditional business models.
C Avoid digital transformation.
D Stop investing in employee training.

12. What is the main purpose of creative thinking in business?

A To develop unique and effective solutions to problems.
B To strictly follow traditional business methods.
C To avoid taking risks in decision-making.
D To increase the number of employees.

13. Which of the following is an example of a problem-solving technique?

A Ignoring challenges in the business.
B Brainstorming different solutions with a team.
C Copying competitors' ideas without changes.
D Avoiding feedback from employees.

14. Which of the following skills is most important for effective problem-solving?

A Creativity and critical thinking.
B Memorising business rules.
C Following instructions without question.
D Avoiding discussions in decision-making.

CHALLENGES OF THE MACRO BUSINESS ENVIRONMENT

15. A business faces economic instability. How can it remain profitable?

A Diversify its product range and explore new markets.
B Seize all expansion plans.
C Reduce product quality to lower costs.
D Stop investing in employee development.

16. Due to rising inflation, a South African retailer is struggling to maintain affordable pricing while sustaining profits. What is the most strategic long-term solution for the business?

A Increase product prices significantly to cover costs.
B Reduce employee salaries to lower expenses.
C Source alternative suppliers to reduce production costs.
D Stop operations until inflation decreases.

17. A new environmental law requires businesses to reduce carbon emissions. What should a company do to remain competitive while complying with the regulation?

A Ignore the law and pay fines if necessary.
B Invest in green technology and market itself as an eco-friendly brand.
C Relocate its operations to a country with fewer environmental laws.
D Cut production to reduce emissions, even if it lowers revenue.

18. A South African company that relies on imports is experiencing delays due to global supply chain disruptions. How can the business best adapt to this challenge?

A Stop selling imported products and focus only on local goods.
B Develop partnerships with multiple suppliers from different regions.
C Increase reliance on a single international supplier for efficiency.
D Wait for the situation to improve without making changes.

19. A business is facing a public relations crisis due to poor labour conditions being exposed in the media. What is the most effective strategy to rebuild public trust?

A Launch an advertising campaign to distract from the controversy.
B Fire the employees who leaked the information.
C Implement ethical labour practices and communicate these efforts transparently.
D Close down temporarily and reopen under a different name.

CITIZENSHIP ROLES AND RESPONSIBILITIES

20. Which of the following best describes corporate social responsibility (CSR)?

A A legal obligation to pay taxes.
B Voluntary efforts by businesses to improve society and the environment.
C A marketing strategy to increase sales.
D A government-imposed requirement.

21. A major corporation in South Africa has been accused of exploiting natural resources without giving back to the community. As an ethical business leader, how should the company respond to this issue?

A Increase profits first before addressing environmental concerns.
B Launch a corporate social responsibility (CSR) programme that invests in local environmental conservation efforts.
C Shift blame to government policies and avoid public discussion.
D Reduce costs by cutting environmental initiatives and donations.

22. During a national crisis such as a natural disaster, businesses have an opportunity to demonstrate corporate citizenship. Which action best reflects responsible corporate citizenship?

A Withdrawing all business activities until the crisis is over.
B Taking advantage of the crisis to increase product prices.
C Donating resources, supporting relief efforts, and ensuring employee safety.
D Ignoring the crisis and continuing business as usual.

BUSINESS FUNCTIONS – HR, Marketing and Production

23. Which function of human resources deals with ensuring employees have the necessary skills?

A Recruitment
B Performance appraisal
C Training and development
D Compensation management

24. A business is struggling with high employee turnover. What HR strategy should be implemented to retain staff?

A Reduce salaries.
B Offer career development programs and mentorship.
C Increase workloads.
D Only hire contract workers.

25. How do informal businesses typically market their products?

A Digital advertising campaigns.
B Word-of-mouth and social media.
C Large-scale television ads.
D International promotions.

26. Which factor is most important for efficient production?

A High employee turnover.
B Increasing raw material costs.
C Ignoring technological advancements.
D Quality control and efficient processes.

27. Which of the following is a key responsibility of the Human Resources (HR) department?

A Designing marketing campaigns.
B Managing employee recruitment and training.
C Setting production goals.
D Developing new product features.

28. A marketing team is analysing customer feedback to improve their product. What step should they take next to ensure effective product improvement?

A Implement a price increase to boost revenue.
B Ignore the feedback and continue with the original design.
C Analyse the feedback to identify patterns and adjust the product features accordingly.
D Focus solely on social media advertising to increase sales.

29. The HR department notices a high turnover rate among employees. What should they investigate first to address this issue?

A Employee performance reviews and satisfaction surveys.
B The efficiency of the production line.
C Marketing strategies targeting potential clients.
D Budget allocation for new products.

30. A company's HR department implements flexible working hours to attract and retain top talent. What would be the long-term impact on the business if this initiative succeeds?

A Decrease in employee satisfaction and higher turnover.
B Increase in productivity and higher employee retention.
C Higher operational costs without improving results.
D Decrease in brand reputation and customer loyalty.

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Business Studies

GRADE 12

Olympiad Paper

Round Two/Final Round

Marks: 30

Time: 1 hour

Date: 30 July 2025

Instructions

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1. **NB! Please use a HB pencil or a black pen to complete the answer sheet.**
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2. The ANSWER SHEET consist of 3 sections. Accounting, Business Studies and Economics.
   Please select and answer the **correct** section/subject

3. There are 4 possible answers per question (A B C D)
   Only one answer is correct. Colour a circle completely.

4. Good luck!

PROVERTO EMS OLYMPIAD 2025 – GRADE 12
Business Studies

Topic: Corporate Social Responsibility

1. If approximately 13.7% of South Africa's total population is living with HIV, and the country's population is estimated at 63 million, approximately how many people are living with HIV?

A 13.7 million
B 8.6 million
C 863,000
D 4.1 million

2. **Case Study:**
Ubuntu Apparel, a South African clothing manufacturer, has built a reputation for community involvement and ethical practices. Recently, the company launched a new line of eco-friendly clothing made from recycled materials. They also partnered with local schools to provide sewing and design workshops for unemployed youth. However, a whistleblower revealed that the company's financial department had failed to declare all revenue to SARS in an effort to reduce its annual tax payment.

Question:
Based on the case study, which of the following actions taken by Ubuntu Apparel is NOT an example of Corporate Social Responsibility (CSR)?

A Partnerships with schools to offer skills development to unemployed youth.
B Using recycled materials to reduce the environmental impact of production.
C Failing to declare all revenue to the South African Revenue Service to lower tax obligations.
D Promoting local suppliers by sourcing raw materials from nearby communities.

3. Eskom, through its Eskom Development Foundation, supports various community upliftment initiatives. Imagine you are a business consultant advising another large utility company on developing its Corporate Social Responsibility (CSR) strategy.

Based on Eskom's CSR approach, which combination of activities would best align with the goals of social and economic development in under-resourced communities?

A Donating once-off food parcels and sponsoring music festivals in urban areas.
B Investing in long-term educational programmes, small business development, and infrastructure support in rural areas.
C Offering employee discounts and hosting internal team-building events.
D Running social media campaigns to improve public image without direct community engagement.

4. South Africa reportedly loses approximately R70 million annually due to illegal gold mining activities. If this amount represents an average monthly loss of gold revenue from 5 major provinces, and each province contributes equally to the illegal mining loss, what is the approximate monthly loss per province?

A R1.17 million
B R2.33 million
C R7 million
D R14 million

Topic: Human Rights, inclusivity, and environmental issues

5. Which South African law ensures equal treatment and prevents discrimination in the workplace?

A The Companies Act
B The Employment Equity Act
C The Labour Relations Act
D The National Credit Act

6. Which South African legislation specifically addresses biodiversity conservation, heritage resources, and the management of oceans and coastlines through an integrated environmental framework?

A National Water Act of 1998
B Conservation of Agricultural Resources Act
C National Environmental Management Act of 1998
D Marine Living Resources Act

7. Woolworths has set ambitious environmental targets to reduce its carbon footprint. Which of the following correctly describes their commitments and initiatives toward achieving net-zero carbon impact?

A Committing to net-zero carbon impact by 2030, focusing mainly on Scope 3 emissions, and converting all delivery vehicles to hybrid models by 2025.
B Achieving net-zero carbon impact by 2040, reducing Scope 1 and 2 emissions by 50% by 2030, and transitioning its delivery fleet to electric vehicles with over 40 EVs deployed in key regions.
C Reducing overall carbon emissions by 30% by 2035 through investment in solar farms and limiting online orders for delivery to reduce transport emissions.
D Achieving net-zero by 2050 by offsetting emissions through international carbon credits without changing its current delivery fleet.

8. A clothing retailer in South Africa wants to align its operations with the Bill of Rights. Match each human right below with the most appropriate way a business should evaluate its compliance.

Which of the following option sets correctly match the human right to its evaluation in a business context?

Human Rights:

1. Right to equality
2. Right to fair labour practices
3. Right to dignity
4. Right to a safe environment

A 1 → Check for equal promotion opportunities across demographic groups.
2 → Evaluate compliance with minimum wage laws and working hours.
3 → Review employee grievance procedures and respectful treatment.
4 → Monitor waste disposal practices and environmental impact.

B 1 → Evaluate whether wages differ unfairly across race or gender.
2 → Review if contracts allow unpaid overtime.
3 → Assess if workers are greeted respectfully by supervisors.
4 → Confirm that air conditioning systems are installed.

C 1 → Assess if hiring policies prevent discrimination.
2 → Monitor workplace safety equipment and exits.
3 → Provide employees with feedback on their appearance.
4 → Check recycling policies and electricity usage.

D 1 → Assess if job titles are appropriately prestigious.
2 → Review if workers are trained in conflict resolution.
3 → Provide free uniforms to all staff.
4 → Check office lighting and aesthetics.

9. A South African manufacturing company argues that the Labour Relations Act (LRA) protects workers to such an extent that it discourages investment and limits managerial flexibility.

Which of the following criticisms provide the most balanced evaluation of this claim within the context of business operations and ethical labour practices?

A The LRA's procedural requirements for dismissals create unnecessary red tape, but its protections also prevent exploitative practices and promote long-term workforce stability.
B The LRA has no real impact on business operations because most employers find informal ways to manage staff without legal interference.
C The LRA perfectly balances business - and employee interests, with no need for revision or adjustment in any industry sector.
D The LRA unfairly favours trade unions and should be repealed entirely to allow businesses to operate more freely in a competitive market.

Topic: Team performance assessment and conflict management

10. A South African logistics company is experiencing internal conflict between the marketing and operations departments. Marketing wants to push same-day delivery promotions, while operations warns that current resources cannot support such promises. The CEO wants to resolve the conflict constructively without damaging team morale or service quality.

Which conflict resolution strategy would be most appropriate in this situation, and why?

A Collaboration, because finding a mutually beneficial solution that respects both departments' concerns will lead to long-term effectiveness and trust.
B Avoidance, because ignoring the disagreement will reduce tension and allow both departments to cool down.
C Force, because the CEO must assert authority to ensure the company meets sales targets.
D Compromise, because both teams should make mutual concessions to achieve a workable solution.

11. A large clothing manufacturer is experiencing growing tension between workers and management over working hours and wage increases. As part of a conflict resolution team, you have been asked to design a strategy that involves a role for trade unions.

Which of the following approaches would best use the trade union's role to manage and resolve this workplace conflict effectively?

A Encourage employees to protest outside the workplace without formal communication.
B Involve the trade union to facilitate structured negotiations between workers and management, ensuring that both parties are fairly represented.
C Request trade unions to stay neutral and avoid becoming involved in disputes.
D Replace trade union representatives with independent consultants to speed up decision-making.

12. A South African tech start-up evaluates its project teams using the following observations:

- Team A consistently meets deadlines but struggles to resolve internal conflicts.
- Team B has high attendance in meetings, but few members contribute original ideas.
- Team C has strong interpersonal bonds and celebrates milestones together.
- Team D sets clear goals and maintains open channels for sharing feedback.

Which of the following correctly matches each team with the primary team performance criterion it demonstrates or lacks?

A Team A → Cooperation
Team B → Communication
Team C → Commitment
Team D → Contribution

B Team A → Cohesion
Team B → Commitment
Team C → Cohesion
Team D → Communication

C Team A → Demonstrates contribution
Team B → Demonstrates creativity
Team C → Lacks commitment
Team D → Lacks cohesion

D Team A → Lacks cooperation
Team B → Lacks contribution
Team C → Demonstrates cohesion
Team D → Demonstrates communication

13. A facilitator designs a team-building programme for a South African corporate team. She considers the following frameworks:

1. A theory that categorises people based on how they prefer to process information, make decisions, and interact with the world.
2. A model that highlights preferred work functions such as “Reporter-Adviser” or “Controller-Inspector.”
3. A team role approach that classifies members as “Implementer,” “Plant,” or “Shaper,” based on how they contribute to team dynamics.
4. A decision-making technique focused on achieving alignment and support from all group members before action is taken.

Which set of theories or models correctly matches the descriptions above?

A 1 → Group Consensus
2 → Belbin Role Theory
3 → Jungian Personality Theory
4 → Margerison-McCann Profiles

B 1 → Margerison-McCann Profiles
2 → Group Consensus
3 → Belbin Role Theory
4 → Jungian Personality Theory

C 1 → Jungian Personality Theory
2 → Margerison-McCann Profiles
3 → Belbin Role Theory
4 → Group Consensus

D 1 → Belbin Role Theory
2 → Jungian Personality Theory
3 → Group Consensus
4 → Margerison-McCann Team Management

14. A leadership coach is using the MTR-i (Management Team Roles–indicator) approach to help an executive team at a Johannesburg fintech company improve performance.

She observes the following:

- The CEO prefers long-term strategy and delegation, often stepping back from direct team engagement.
- The Operations Manager is highly focused on execution, deadlines, and resource use.
- The Head of Marketing thrives in spontaneous brainstorming but struggles with process control.
- The HR Director emphasizes harmony, inclusion, and team morale.

Based on the MTR-i model, which of the following best identifies the management roles being expressed and demonstrates how the approach aligns with psychological preferences?

A Chief Executive Officer (CEO) → Explorer
Operations Manager → Sculptor
Marketing → Innovator
Human Resources Director → Coach
(MTR-i roles mirror Jungian preferences, mapping MBTI types to work-based roles)

B CEO → Adviser
Operations Manager → Controller
Marketing → Inspirer
HR → Linker
(MTR-i types are randomly assigned and loosely based on team behaviour)

C CEO → Concluder
Operations Manager → Linker
Marketing → Controller
HR → Explorer
(The MTR-i model assigns roles purely based on seniority within an organisation)

D CEO → Linker
Operations Manager → Creator
Marketing → Adviser
HR → Controller
(The MTR-i model does not consider psychological preference, only job title)

15. In a South African tech company, the product development team is falling behind schedule. Tensions rise as some team members accuse others of not pulling their weight, while others feel micromanaged. The manager frequently changes project priorities without explanation. Communication has become strained, and morale is low.

Which combination of causes best explains the conflict in this scenario?

A Personality clashes, financial mismanagement, and external competition.
B Outdated technology, poor teamwork, and a rigid organisational structure.
C Poor communication, inconsistent leadership, and role ambiguity.
D Lack of teamwork, unclear roles, and cultural differences.

Topic: Business sectors and their environments

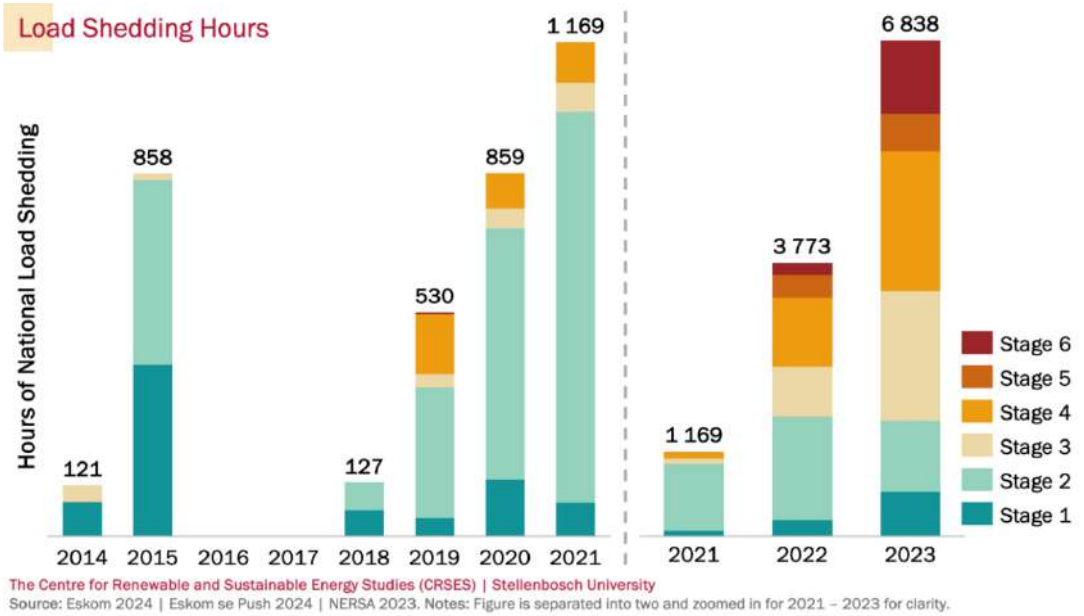
16. Vodacom is one of the largest telecommunications companies in South Africa. Which of the following best explains why Vodacom has significant control over its micro, market, and even aspects of the macro environment?

A It operates only in the private sector and is not affected by the public sector.
B Its size, financial power, and brand reputation give it influence over suppliers, competitors, consumers, and even national policy discussions.
C It is a monopoly and therefore does not need to follow government regulations.
D It focuses on customer service only, which removes the need to consider external environments.

17. A local business wants to expand internationally. What is the proposed tariff increase from the USA on imports from South Africa?

A 30%
B 40%
C 50%
D 10%

18.



A South African clothing retailer operates 6 days a week, 8 hours a day, for 52 weeks a year, giving a total of 2 496 working hours per year. In 2023, South Africa experienced 6 838 hours of load shedding. The retailer calculated that 25% of these hours overlapped with working hours and caused complete production stoppages.

Calculate the percentage of productivity lost due to load shedding.

A 25.4%
B 10.1%
C 15.3%
D 68.5%

19. A South African company that operates in multiple sectors is considering a strategic shift to focus on the most profitable sector for the next decade. Given current global trends such as automation, sustainability, and digital transformation, which sector is most likely to offer long-term growth and stability?

A The quaternary sector, because innovation, data, and technology are shaping the future economy.
B The primary sector, due to increased demand for raw materials.
C The secondary sector, because of South Africa's industrial expansion.
D The tertiary sector, as global economies prioritise manufacturing output.

Topic: Management and leadership

20. Which leadership style allows employees to participate in decision-making?

A Autocratic
B Democratic
C Laissez-faire
D Bureaucratic

21. A South African retailer is under pressure to increase profits. A manager suggests underpaying workers and cutting employee benefits, believing customers won't be affected.

Rank the following factors from most important (1) to least important (5) that the company should consider before implementing this decision:

A. Impact on employee motivation and productivity.
B. Possible legal consequences and compliance with labour laws.
C. Customer satisfaction and brand reputation.
D. Short-term cost savings and profit increase.
E. Effects on employee turnover and recruitment costs.

A
1. Short-term cost savings and profit increase.
2. Possible legal consequences and compliance with labour laws.
3. Impact on employee motivation and productivity.
4. Customer satisfaction and brand reputation.
5. Effects on employee turnover and recruitment costs.

B
1. Possible legal consequences and compliance with labour laws.
2. Impact on employee motivation and productivity.
3. Effects on employee turnover and recruitment costs.
4. Customer satisfaction and brand reputation.
5. Short-term cost savings and profit increase.

C
1. Impact on employee motivation and productivity.
2. Possible legal consequences and compliance with labour laws.
3. Customer satisfaction and brand reputation.
4. Short-term cost savings and profit increase.
5. Effects on employee turnover and recruitment costs.

D
1. Customer satisfaction and brand reputation.
2. Effects on employee turnover and recruitment costs.
3. Short-term cost savings and profit increase.
4. Possible legal consequences and compliance with labour laws.
5. Impact on employee motivation and productivity.

22. A large government department in South Africa adopts a bureaucratic leadership style, where all employees must follow strict protocols and decision-making follows a clear chain of command. A new intern suggests a more efficient digital filing system, but the idea is dismissed because it does not align with current procedures.

Which of the following best explains the impact of bureaucratic leadership in this situation, and what could be a potential risk of maintaining this leadership style long-term?

A The leadership style encourages employee participation but may delay decision-making due to excessive consultation.
B The leadership style fosters creativity and initiative, but it risks losing control over operational standards.
C The leadership style ensures consistency and order, but it may suppress innovation and adaptability in a changing environment.
D The leadership style promotes innovation, but the refusal of new ideas may reduce employee discipline.

23. Which of the following leaders is most accurately described as demonstrating a laissez-faire leadership style, characterised by granting high autonomy and delegating decision-making authority?

A Steve Jobs at Apple, famous for his hands-on approach and strong control over product design.
B Herbert Hoover, recognised for his direct interventionist policies during the Great Depression.
C Jeff Bezos at Amazon, noted for his micromanagement and strict performance metrics.
D Warren Buffett at Berkshire Hathaway, known for empowering his managers with independence in operations.

24. A senior manager at a South African social enterprise consistently prioritises the personal and professional development of her employees. She listens actively, encourages team inputs in decision-making, and often places the needs of her team above her own. Despite tight deadlines, she allows flexible schedules to support employee well-being.

Which leadership style is most clearly demonstrated in this scenario, and what is a potential long-term impact on the business?

A Autocratic leadership
B Servant leadership
C Laissez-faire leadership
D Bureaucratic leadership

Topic: Quality of performance within business functions

25. A South African company that manufactures children's toys plans to expand into educational toy sets that also function as learning aids for schools. To ensure compliance with legal standards and to market the product as "quality assured," the company must consider multiple regulatory bodies. Which **combination of actions** would best align the company with **all three** of the following bodies: **SABS, NRCS, and SAQA**?

A Register the business with the Companies and Intellectual Property Commission (CIPC), gain ISO certification, and apply for product endorsement from an academic institution.
B Certify that the toys meet physical quality standards set by SABS, comply with safety regulations for consumer goods enforced by NRCS, and align the educational content with NQF standards under SAQA.
C Ensure the toy materials meet national safety standards, submit the product for compulsory specification testing, and consult the Department of Basic Education on curriculum alignment.
D Conduct market research in schools, ensure toys are environmentally friendly, and use teachers with qualifications registered with SAQA to design the educational content.

26. A South African textile manufacturer adopts the Continuous Improvement (PDCA) cycle to enhance production efficiency. After identifying delays in the fabric-cutting phase, the team redesigns the workflow and trains staff on new procedures. However, after implementation, the quality of cuts worsens, and complaints increase.

At which stage of the PDCA cycle did the business most likely fail, and what should be done next to restore quality?

A Act – because the business moved forward without standardising successful changes, they should return to the original method.
B Check – because the team failed to evaluate the effectiveness of the new workflow, they should collect and assess performance data.
C Plan – because the problem was not clearly identified, the team should restart the process with a more accurate analysis.
D Do – because the team did not implement the changes as planned, they should repeat the training phase.

27. In evaluating systemic quality control failures across major South African industries, a business analyst identifies tolerance of substandard practices, ineffective leadership, and structural system breakdowns as critical indicators of sectoral weakness. Additionally, public trust erosion is observed as a direct consequence of prolonged inefficiencies.

Which of the following sectors most accurately aligns with all of these indicators and represents a national priority concern for quality assurance bodies?

A Healthcare sector
B Food production sector
C Manufacturing sector
D Retail sector

28. You are part of a strategic task team appointed to overhaul the human capital development framework of a national logistics company in South Africa. The company aims to:

- align with national transformation goals.
- access government incentives and funding.
- ensure compliance with legislative requirements.
- equip employees with future-ready skills.

After reviewing the following options, which piece of legislation should form the primary legal foundation of the company's long-term skills development and training policy, and why, considering both legal compliance and strategic advantage?

A Employment Equity Act (EEA), because it mandates equitable skills development for designated groups and ties non-compliance to potential disqualification from state contracts.
B Broad-Based Black Economic Empowerment Act (B-BBEE), because it ties a company's skills development spend to their empowerment scorecard, directly influencing competitiveness in public and private tenders.
C Skills Development Act (SDA), because it establishes the institutional framework for workplace learning, including SETAs and skills levies, and links training to national economic priorities.
D Labour Relations Act (LRA), because it empowers collective bargaining units to influence training programmes and ensures fair labour practices during skills development restructuring.

29. A South African electronics manufacturer adopts TQM across all departments. Initially, this requires major investments in training, process monitoring, and quality audits. Over time, however, the company reports a 35% decrease in product defects, reduced warranty claims, and improved customer satisfaction.

Which of the following best evaluates the long-term impact of implementing TQM on the cost of quality, and what strategic insight does this provide for management?

A TQM shifts all cost burdens to the appraisal stage, implying that businesses should reduce prevention efforts to achieve a faster return on investment.
B TQM reduces overall cost of quality by decreasing external and internal failure costs, demonstrating that investing in prevention and appraisal leads to long-term savings.
C TQM increases the cost of quality by requiring continuous training and monitoring, suggesting that management should limit quality investments to reduce overheads.
D TQM raises both prevention and internal failure costs, indicating that the strategy is only suitable for large corporations with high profit margins.

30. Which of the following options correctly ranks the business functions from most directly to least directly involved in implementing quality control measures?

A Human Resources, Finance, Marketing, Production
B Production, Purchasing, Marketing, Public Relations
C Marketing, Finance, Administration, Production
D Public Relations, Administration, Purchasing, Finance

BUSINESS STUDIES
GRADE 12
ROUND 1 & 2

2024

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ROUND ONE

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. What is the purpose of the Consumer Protection Act in South Africa, particularly concerning demands for redress and equity?

A Promoting monopolies.
B Safeguarding consumer rights and interests.
C Restricting product diversity.
D Reducing competition among businesses.

3. Which recent legislative development in South Africa focuses on enhancing corporate governance and transparency in companies?

A Competition Act.
B Consumer Protection Act.
C Employment Equity Act.
D Companies Act.

4. How does the Employment Equity Act contribute to redressing historical workplace imbalances in South Africa?

A Mandates equal pay for all employees.
B Promotes diversity and equal opportunities.
C Restricts collective bargaining.
D Reduces employee benefits.

5. How does the Public Service Commission in South Africa contribute to professionalism and ethics in the public sector?

A Encourages corruption.
B Oversees nepotism.
C Monitors compliance with ethical standards.
D Discourages transparency.

6. Which regulatory body oversees the ethical conduct of engineers and technologists in South Africa?

A Institute of Plumbing South Africa (IOPSA).
B South African Council for the Architectural Profession (SACAP).
C South African Institute of Electrical Engineers (SAIEE).
D Engineering Council of South Africa (ECSA).

7. A well-known retail chain stated the following 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. Which recent corporate scandal in South Africa has led to increased scrutiny of corporate governance and ethics in the business sector?

A Nkandla Scandal.
B State Capture Inquiry.
C Steinhoff International scandal.
D Marikana Massacre.

9. In response to recent ethical concerns, which regulatory body in South Africa oversees and enforces professional conduct in the accounting and auditing profession?

A South African Institute of Chartered Accountants (SAICA).
B Financial Sector Conduct Authority (FSCA).
C Law Society of South Africa (LSSA).
D Health Professions Council of South Africa (HPCSA).

CREATIVE THINKING AND PROBLEM-SOLVING

10. What role do technology hubs and innovation centres play in fostering creative thinking and problem-solving in South Africa's technology industry?

A Limiting access to technology.
B Promoting collaboration and knowledge sharing.
C Ignoring digital advancements.
D Discouraging start-ups.

11. In response to water scarcity challenges, what innovative solutions are being explored in South Africa to optimise water usage and conservation?

A Encouraging wasteful water practices.
B Ignoring the need for water conservation.
C Increasing water tariffs.
D Implementing desalination plants.

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 <u>what</u> type of theory that 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. How have South African businesses creatively adapted to the challenges posed by the COVID-19 pandemic?

A Continuing business as usual.
B Embracing remote work and digital solutions.
C Ignoring employee well-being.
D Reducing reliance on technology.

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. How does the global economic landscape impact South Africa's macro business environment, especially in terms of international trade and economic cooperation?

A Isolated impact.
B Limited external influence.
C Interconnected challenges.
D Reduced competition.

17. Which macroeconomic challenge does South Africa face regarding its fiscal policy, particularly in terms of government spending and revenue generation?

A Budget deficit and debt accumulation.
B Reduced taxation.
C Budget surplus.
D Inflation control.

18. What is the prime interest rate of South Africa?

A 6.75%
B 7.00%
C 11.25%
D 11.75%

19. Complete the statement:

This resulted in a net decrease of 186 000 in the *not economically* active population. The above changes in employment and unemployment resulted in the official unemployment rate decreasing to ___ in the third quarter of 2023.

A 28.4%
B 31.9%
C 39.2%
D 44.7%

CITIZENSHIP ROLES AND RESPONSIBILITIES

20. In the context of civic responsibilities, what is a fundamental duty of South African citizens?

A Paying taxes.
B Owning a business.
C Pursuing personal interests only.
D Avoiding community involvement.

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 – HR, MARKETING, AND PRODUCTION

23. In response to recent labour market trends, what HR strategy has gained importance in South Africa to attract and retain top talent?

A Outsourcing all HR functions.
B Emphasising traditional recruitment methods.
C Prioritising employee well-being and work-life balance.
D Reducing employee benefits.

24. What role does the Employment Equity Act play in shaping HR practices in South Africa?

A Promoting diversity and equal opportunities.
B Encouraging discrimination in the workplace.
C Limiting employee benefits.
D Ignoring labor market imbalances.

25. In response to changing consumer behaviours, how have South African businesses adapted their marketing strategies?

A Ignoring digital marketing channels.
B Embracing online and social media platforms.
C Avoiding customer engagement.
D Relying solely on traditional advertising methods.

26. What marketing strategy has gained prominence in South Africa to address environmental concerns and promote sustainable practices?

A Green marketing.
B Excessive use of single-use plastics.
C Ignoring eco-friendly product packaging.
D Promoting wasteful consumption.

27. In response to supply chain challenges, what strategy has gained importance in production management in South Africa?

A Reducing inventory management efforts.
B Embracing lean and agile production methods.
C Ignoring the need for diversification.
D Relying solely on traditional production models.

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. What role does the Occupational Health and Safety Act play in regulating production processes in South Africa?

A Encouraging unsafe working conditions.
B Prioritising employee well-being and safety.
C Ignoring workplace hazards.
D Undermining safety standards.

30. How has the issue of diversity and inclusion become a focal point for HR practices in South Africa?

A Promoting discriminatory hiring practices.
B Avoiding diversity initiatives.
C Embracing inclusivity and equal opportunities.
D Ignoring cultural differences.

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Subject: Business Studies

Legislation and Demands for Redress and Equity

Use the information below and answer the question that follows.

Article 19(3) of the ICCPR states the following: "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. Of which is the extract above an example?

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

2. Under the Basic Conditions of Employment Act (BCEA) in South Africa, which of the following is true regarding working hours for employees?

A An employee may be required to work more than 45 hours in a week without overtime pay.
B Night work is considered any work performed between 18:00 and 06:00.
C Employees are entitled to a meal break of at least 30 minutes after five consecutive hours of work.
D An employee must be given at least 36 consecutive hours of rest every two weeks.

3. Which of the following is a key objective of the Employment Equity Act in South Africa?

A To ensure all employees work the same number of hours each week.
B To provide free healthcare benefits to all employees.
C To guarantee a minimum wage for all employees.
D To promote equal opportunity and fair treatment in employment through the elimination of unfair discrimination.

Human Resource Function

Use the information below and answer Questions 4, 5, and 6.

Alex, we're pleased to offer you the position with an annual package of ZAR 600 000. This includes the following:

- **Basic salary:** ZAR 400 000
- **Housing allowance:** ZAR 50 000
- **Medical aid contribution:** ZAR 30 000
- **Retirement fund contribution:** ZAR 20 000
- **Performance bonus:** ZAR 50 000
- **Other benefits:** ZAR 50 000

4. What type of remuneration structure does Alex receive?

A Cost plus benefits.
B Gross salary structure.
C Cost to company.
D Net salary structure.

5. What is Alex's net salary?

A R400 000
B R600 000
C R550 000
D R570 000

6. Consider the impact of the Unemployment Insurance Fund (UIF) on both employers and employees. Which of the following best describes how the UIF benefits the labour market and the economy in South Africa?

A The UIF ensures that all employees receive their full salary during periods of unemployment, thus maintaining their standard of living without any financial strain.
B The UIF requires higher contributions from employees than from employers, thereby ensuring that employees have more control over the fund's benefits and distribution.
C The UIF focuses exclusively on providing maternity benefits to female employees, thus promoting gender equality in the workplace.
D By providing temporary financial assistance to unemployed workers, the UIF helps to stabilise the economy during downturns and reduces the immediate pressure on public welfare systems.

Professionalism and Ethics

7. In a professional setting, why is maintaining a high level of professionalism important for both personal career growth and the overall success of the organisation?

A Professionalism ensures that all employees strictly follow rules without exception, eliminating the need for flexibility and creative problem-solving.
B Demonstrating professionalism helps individuals build a positive reputation, earn the trust of colleagues and clients, and provides opportunities for career advancement and leadership roles.
C Professionalism allows employees to avoid taking responsibility for mistakes, thereby reducing personal accountability and stress in the workplace.
D Maintaining professionalism primarily focuses on enforcing strict dress codes and formal communication styles, ensuring a uniform corporate image.

8. Which of the following scenarios represents an example of ethical misconduct in business operations?

A Company managers lobby government officials to create regulations that benefit their industry.
B A business that offers competitive pricing by cutting costs through sustainable practices.
C Failing to disclose potential risks associated with a new product during its launch phase.
D Employing aggressive marketing tactics to dominate market share, including misleading claims about competitors.

Use the extract below to answer Question 9.

Sarah works as a marketing assistant at a small advertising agency. She is talented and enthusiastic about her work, but recently, she has been feeling uncomfortable at the office. One of her colleagues, James, who is a senior graphic designer, has started making inappropriate comments about her appearance and occasionally tries to touch her shoulder or back when passing by her desk. Initially, Sarah laughed it off nervously, hoping it would stop, but it has persisted and made her increasingly uneasy. She feels conflicted because James is well-liked in the office, and she doesn't want to cause any trouble.

9. In the scenario described, Sarah is experiencing behaviour that constitutes sexual harassment in the workplace. Which option below best defines sexual harassment in this context?

A Any behaviour that makes Sarah feel uncomfortable, even if it is unintentional and not repeated.
B Unwelcome verbal or physical behaviour of a sexual nature that creates an intimidating, hostile, or offensive work environment
C Compliments about Sarah's appearance from a colleague, even if it is infrequent and not accompanied by physical contact.
D Occasionally, a colleague makes jokes about personal topics, even if they are not explicitly sexual in nature.

Creative Thinking and Problem-solving

Solve the lateral thinking puzzles below for Questions 10, 11, and 12.

10. A carrot, a scarf, and five pieces of coal are found lying on your neighbour's lawn. Nobody put them on the lawn, but there is a simple, logical reason why they are there. What is the reason?

A They fell out of the shopping bag.
B The dog dragged them out to eat.
C They 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 His car ran out of petrol.
B He's playing Monopoly and his piece is the car.
C He is the hotel owner on his way to the bank.
D None of the above.

12. The sound of Brian's snoring is usually just annoying but today, it causes terror and panic. Why?

A Brian is sleepwalking.
B Brian is the name of a bus.
C Brian is the name of a pet bear.
D Brian is a bus driver.

Challenges in the Macro-environment

Use the information below and answer Questions 13 and 14.

April is an important month in the fuel price calendar to revise road and pipelines tariffs as well as fuel and Road Accident Fund (RAF) levies to be implemented into the price structures of petrol, diesel and illuminating paraffin (IP), the Department of Energy said. (https://businesstech.co.za/news/energy/308090/here-is-the-official-petrol-price-for-april-2019)

13. Identify the social challenge created by the information above.

A Decreased pressure on citizens' income, leading to an increase in the standard of living and a decrease in poverty.
B Increased pressure on citizens' income, leading to a decrease in the standard of living and an increase in poverty.
C More jobs are created, leading to an increase in the 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 away from retail stores to increase transportation cost.
B Participate in an unprotected strike.
C Move manufacturing factories closer to retail stores to limit the transportation of goods.
D Negotiate a lower petrol price from a local supplier.

Human Rights, Inclusivity, and Environmental Issues

15. The tornado in Durban in May 2024 was caused by cold air moving to the coast and hitting warm air from the oceans. The cost of the damage was estimated to be around R_____ in Durban and an estimated _____ households were affected.

A 1,3 billion and 7 000 households
B 4,8 million and 5 600 households
C 28 million and 12 300 households
D 1 million and 100 000 households

16. To how many did the Mpox death toll in South Africa rise in June 2024?

A 5
B 1
C 3
D 8

17. Which of the following scenarios best exemplifies the principle of universality in human rights?

A A country restricts freedom of speech during times of political unrest to maintain public order.
B A multinational corporation operates in different countries, adhering to local labour laws that vary widely in terms of worker rights.
C An international organisation advocates for the abolition of child labour globally, citing the inherent dignity of every child.
D A government grants voting rights only to citizens who own property, arguing it ensures responsible civic participation.

Strategies to respond to Challenges

18. What is a key practice for maintaining good relations with suppliers?

A To pay invoices promptly and consistently.
B Negotiate the lowest possible prices for goods and services.
C Request frequent discounts on bulk orders.
D Changing suppliers frequently to explore better deals.

19. In the context of business strategies, which statement best characterises a low-cost strategy?

A Maximising profit margins through premium pricing strategies.
B Differentiating products through unique features and designs.
C Focus on reducing production and operational costs to offer competitive prices.
D Target affluent customers with luxury goods and personalised services.

Team Performance and Conflict Management

20. You are a team leader of a project where two team members, Alice and Bob, consistently clash over different approaches to solve a critical task. Despite your attempts to mediate, their conflicts persist and affect team morale. Which of the following strategies would best address this situation with a focus on a long-term resolution?

A Facilitate a team meeting to openly discuss the underlying issues and encourage collaborative problem-solving.
B Assign Alice and Bob to separate tasks to minimise interaction and potential conflicts.
C Issue a formal warning to Alice and Bob about the consequences of their continued conflicts.
D Ignore the conflicts temporarily and focus on completing the task to meet deadlines.

21. What does global awareness competency primarily emphasise?

A Understanding of local customs and traditions.
B Recognition of and respect for cultural diversity worldwide.
C Master a foreign language.
D Use international business practices for profit.

22. Identify the team theory described by the following statement:
People can be categorised into psychological types which indicates how they prefer to behave and interact.

A Belbin Role Theory.
B Jungian Theory.
C MTR-i Theory.
D Group Consensus Theory.

Business Environments and Sectors

23. In the context of Porter's Five Forces framework, which factor assesses the level of rivalry among existing competitors in an industry?

A Threat of new entrants.
B Industry competitors and intensity of competition.
C Bargaining power of suppliers.
D Bargaining power of buyers.

24. Which sector(s) are influenced by BBBEE laws?
   i. Primary sector.
   ii. Secondary sector.
   iii. Tertiary sector.
   iv. Public companies in the tertiary sector.
   v. Private companies in the secondary sector.

A i, ii, iii, iv, v
B i, ii, iii
C i, ii
D v

Management and Leadership

25. What is the primary responsibility of a manager?

A Performing technical tasks for the team.
B Making all decisions without consulting team members.
C Delegating tasks and responsibilities to team members.
D Avoiding interaction with team members to maintain authority.

26. When will an autocratic leadership style be appropriate?

A In a crisis
B When a new policy on staff communication is being implemented.
C When input is required from various departments about new rules in the workplace.
D When bonuses are rewards for staff.

Quality Performance

27. State whether the following statement is true or false. If false, correct the term in **bold.**

Three basic principles of **Balance Scorecard (BSC**) are: Satisfy the customer, satisfy the supplier, and satisfy management.

A True
B False, TQM
C False, ROI
D False

28. In the context of business strategy, what is the strategic benefit of competitive benchmarking?

A Identifying areas of weakness to address within the organisation.
B Setting ambitious financial targets for the upcoming fiscal year.
C Establishing long-term partnerships with key industry stakeholders.
D Gaining insights into competitor strategies and operational efficiencies.

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 They should always adopt an ethical leadership style.
D All the above.

30. Which of the following best describes the primary advantage of using a Balanced Scorecard?

A It simplifies financial reporting and analysis by focusing solely on financial metrics.
B It provides a comprehensive view of performance across multiple strategic perspectives.
C It ensures that all employees receive equal compensation based on performance metrics.
D It allows for quick adjustments in operational strategies based on real-time data.

BUSINESS STUDIES
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ROUND ONE

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.

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

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 <u>what</u> 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

PROVERTO EMS OLYMPIAD 2023 – GRADE 12

ROUND TWO

Subject: Business Studies

Legislation and demands for redress and equity

Use the information below and answer the question that follows:

Article 19(3) of the ICCPR states: "The exercise of the rights to [freedom of expression], carries with it special duties and responsibilities. It may therefore be subject to certain restrictions, but these shall only be such as are provided by law and are necessary, (a) For respect of the rights or reputations of others; (b) For the protection of national security or of public order or of public health or morals."

(http://constitutionnet.org)

1. 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.

2. 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.

3. Which of the following is a pillar of the BBBEE?

A Businesses should have 40% previously disadvantaged ownership.
B Businesses should use suppliers who employ previously disadvantaged people.
C Businesses should empower more previously disadvantaged employees to become managers.
D All of the above.

Human Resource function

Use the information below and answer Questions 4, 5, and 6.

Amy is a cashier at a local retail business. The information below appears on Amy's payslip:

Employee:	Amy Johnson		
Gross salary:	R10 000		
Deductions:		**Contributions:**	
Tax:	R2 500		
UIF:	R100	UIF:	R100
Pension fund:	R750	Pension fund:	R100
Net salary: Unknown			

4. What type of remuneration structure does Amy receive?

A Cost to company.
B Gross salary structure.
C Cost plus benefits.
D Net salary structure.

5. What is Amy's net salary?

A R10 200
B R6 650
C R10 750
D R12 500

6. Explain the UIF deduction and contribution.

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

Professionalism and Ethics

7. How companies measure themselves to show that they act in a socially, economically, and environmentally responsible manner.

A Balance Scorecard.
B FTSE/JSE Responsible Investment Index.
C GRI.
D BBBEE Scorecard.

8. When Company Directors admit that an unethical business practice has taken place on their watch, they are displaying the following quality(ies):

A Integrity
B Transparency
C Accountability
D All of the above.

Use the extract below to answer Question 9.

Consultation
Citizens should be consulted about the level and quality of the public services they receive and, wherever possible, should be given a choice about the services that are offered.
Service standards
Citizens should be informed of what level and quality of public service they will receive so that they are aware of what to expect.
Access
All citizens should have equal access to the services to which they are entitled.

(localgovernmentaction.org.dedi6.cpt3.host-h.net)

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

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

Creative thinking and Problem-solving

Solve the lateral thinking puzzles below for Questions 10, 11, and 12.

10. A carrot, a scarf, and five pieces of coal are found lying on your neighbour's lawn. Nobody put them on the lawn, but there is a simple, logical reason why they are there. What is **the reason**?

A They fell out of the shopping bag.
B The dog dragged them out to chew.
C The items were used by children to build a snowman that has now melted.
D A child is playing dress-up.

11. A man pushes his car until he reaches a hotel. When he arrives, he goes bankrupt. What happened?

A He ran out of petrol.
B He's playing Monopoly and his board piece is the car.
C He is the hotel owner on his way to the bank.
D None of the above.

12. The sound of Brian's snoring is usually just annoying, but today it causes terror and panic. Why?

A Brian is sleepwalking.
B Brian is the name of a bus.
C Brian is the name of a pet bear.
D Brian is a bus driver.

Challenges in the Macro Environment

Use the information below and answer Questions 13 and 14.

April is an important month in the fuel price calendar to revise road and pipelines tariffs as well as fuel and Road Accident Fund (RAF) levies to be implemented into the price structures of petrol, diesel, and illuminating paraffin (IP), the Department of Energy said.

(https://businesstech.co.za/news/energy/308090/here-is-the-official-petrol-price-for-april-2019)

13. Identify the social challenge created by the information above.

A Decreased pressure on citizens' income leads to an increase in the standard of living and a decrease in poverty.
B Increased pressure on citizens' income leads to a decrease in the standard of living and an increase in poverty.
C More jobs are created which leads to an increased standard of living.
D International investors see South Africa as a favourable and stable economy.

14. What could be a possible solution for retail businesses in response to the challenge mentioned above?

A Move factories further from retail stores to increase transportation costs.
B Participate in an unprotected strike.
C Move manufacturing factories closer to retail stores to limit the transportation of goods.
D Negotiate for a lower petrol price from a local supplier.

Human Rights, Inclusivity, and Environmental Issues

15. The floods in South Africa from February to March 2023 were caused by heavy rainfall as a result of the La Niña weather phenomenon. The cost of the damage was estimated to be around R_____ in Eastern Cape and _____ in Mpumalanga.

A 4.5 billion and 337 million
B 3.7 million and 445 billion
C 17 billion and 500 million
D 1 million and 100 thousand

16. The cholera death toll in South Africa rose to how many in June 2023?

A 15
B 31
C 40
D 45

17. Which CSR organisation contributed the most to the relief efforts in KZN after the floods of 2022?

A SPCA.
B KFC Add Hope.
C Gift of the Givers.
D Ekukhanyeni Relief Project.

Strategies to respond to challenges.

18. A Woolworths store manager can improve their relationship with their supplier by _____

A ensuring prompt payment for services.
B collaborating with the other franchise owners to boycott the supplier.
C delaying payment to improve the supplier's liquidity.
D decreasing their CSR contribution.

19. When a business tries to reduce costs by being more efficient it is part of a _____ strategy.

A general
B triple bottom line
C cost-reduction
D low-cost

Team Performance and Conflict Management

20. A/An _____ issues an instruction on how conflict should be resolved which is binding on the parties involved.

A arbitrator
B conciliator
C negotiator
D franchisor

21. When a manager can draw on the human, information, materials, and other resources of the business, it is known as _____

A Teamwork Competency.
B Organisational Competency.
C Strategic-Awareness Competency.
D Global Awareness Competency.

22. When a current employee provides guidance and assistance to a new employee, this is known as _____ which can be seen as _____.

A induction, off-the-job training.
B mentoring, on-the-job training.
C mentoring, off-the-job training.
D supervising, off-the-job training.

Business environments and - sectors

23. Customers possess a high level of power when _____

A the business has many substitute products in the market.
B the business has many large clients.
C there are a few suppliers in the market.
D the government controls access to the market.

24. The management of Woolworths uses total assets: total liabilities as a measure of _____ when doing a quality performance check.

A solvency
B profitability
C liquidity
D gearing

Management and Leadership

25. The main management tasks are generically known as POLC. What does POLC stand for?

A Planning, Organizing, Leading, and Commanding.
B Planning, Offering, Leading, and Controlling.
C Planning, Organizing, Leading, and Controlling.
D Purchasing, Organizing, Lending, and Controlling.

26. When a manager at Woolworths is dealing with a cashier who does not like change, it would be best to _____

A try and explain how all members of staff would benefit from the change.
B offer the staff member a promotion.
C agree with the staff member and stop all changes.
D bring about even more change in the business.

Quality performance

27. Which one of the following sustainability factors is part of the "triple bottom line" (integrated) reporting measurement tool?

A Political sustainability.
B Environmental sustainability.
C Technical sustainability.
D Competitive sustainability.

28. Which of the following actions would be performed by the Supply Chain manager at Woolworths?

A Examining the process of extraction of crude oil to the delivery of fuel.
B Ensuring the ethical treatment of coffee farmers for the Café coffee shops.
C Monitoring stock levels of fresh milk to avoid spoiling.
D All of the above.

29. Which of the following is a responsibility of directors according to the King Code?

A Fiduciary duty.
B The duty to act with due care and skill.
C Always adopt an ethical leadership style.
D All of the above.

30. The approach used to describe key outcomes that the business wants to measure to improve these outcomes, is called the _____

A Resource-Based Approach.
B Balanced Score Card.
C Value-chain analysis.
D SWOT.

GRADE 12
ROUND 1 & 2

2023 2024 2025

MEMO

PROVERTO

NATIONAL HIGH SCHOOL OLYMPIAD NASIONALE HOËRSKOOL OLIMPIADE

2023

GRADE 12 GRAAD

ROUND ONE MEMORANDUM RONDE EEN

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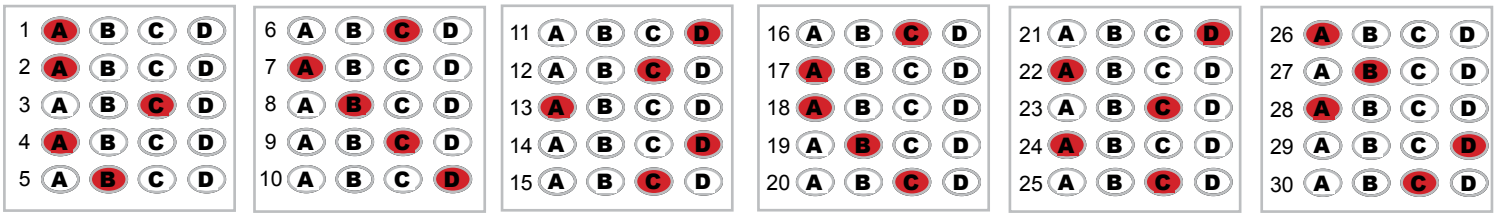

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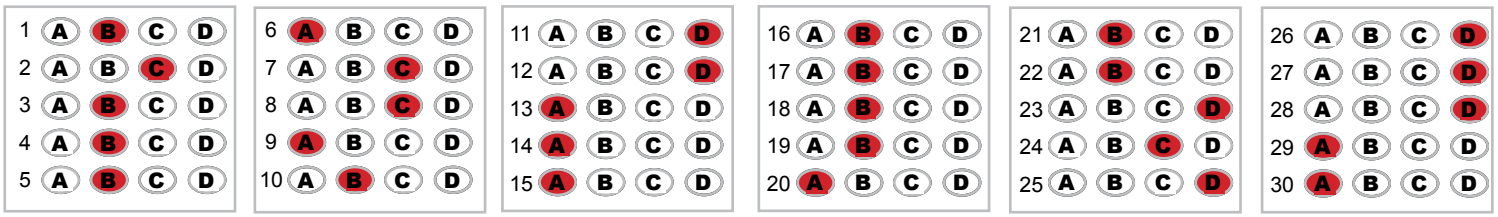
BUSINESS STUDIES / BESIGHEIDSTUDIES



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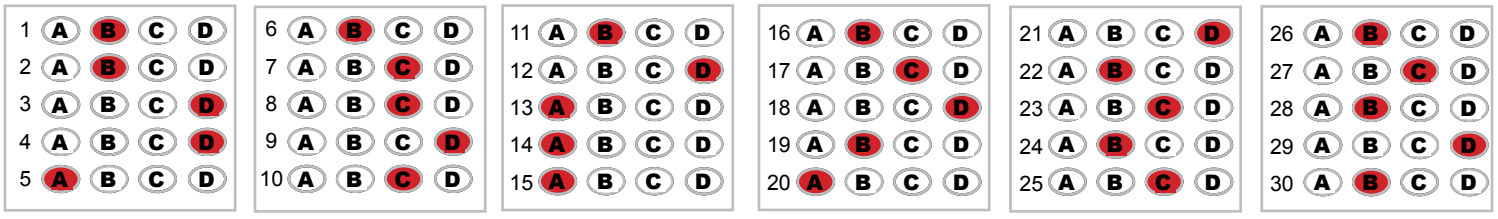
ECONOMICS / EKONOMIE



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PROVERTO

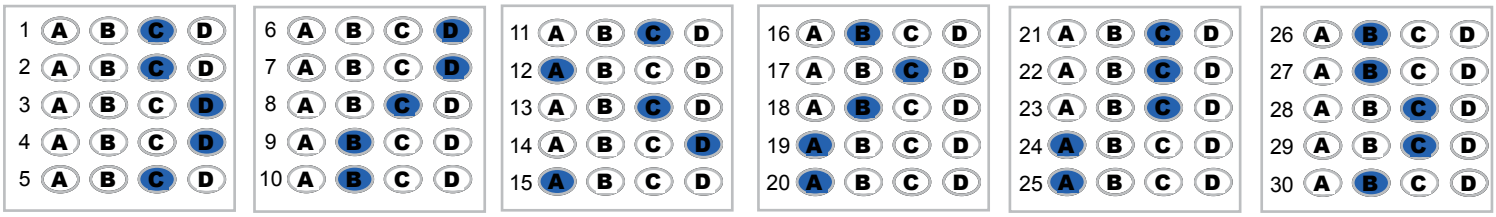
NATIONAL HIGH SCHOOL OLYMPIAD NASIONALE HOËRSKOOL OLIMPIADE

2023

GRADE 12 GRAAD

ROUND TWO MEMORANDUM RONDE TWEE
Final Round *Finale Ronde*

ACCOUNTING / REKENINGKUNDE



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4. D	9. B	14. D	19. A	24. A	29. C
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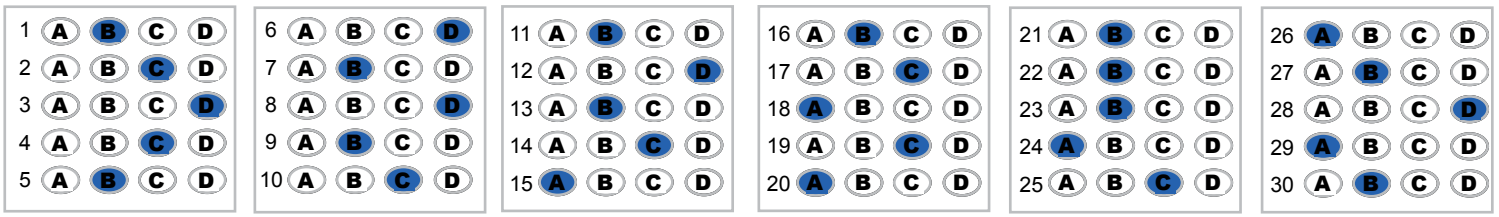
BUSINESS STUDIES / BESIGHEIDSTUDIES



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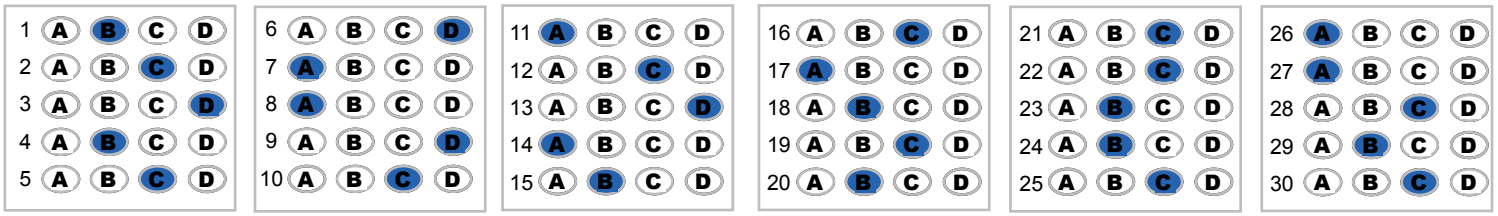
ECONOMICS / EKONOMIE



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PROVERTO

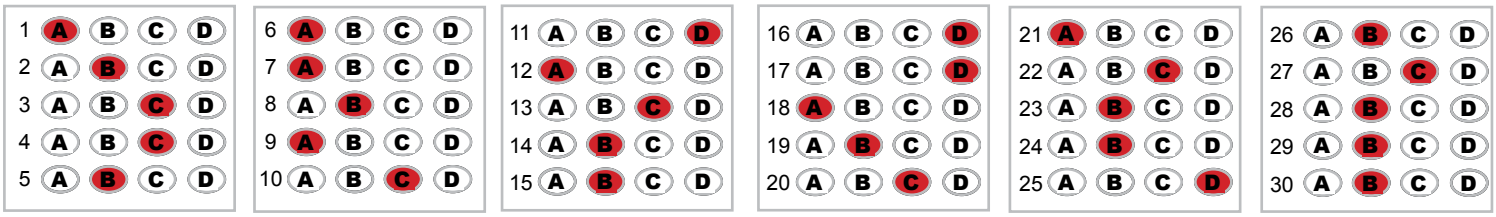
NATIONAL HIGH SCHOOL OLYMPIAD NASIONALE HOËRSKOOL OLIMPIADE

2024

GRADE 12 GRAAD

ROUND ONE MEMORANDUM RONDE EEN

ACCOUNTING / REKENINGKUNDE



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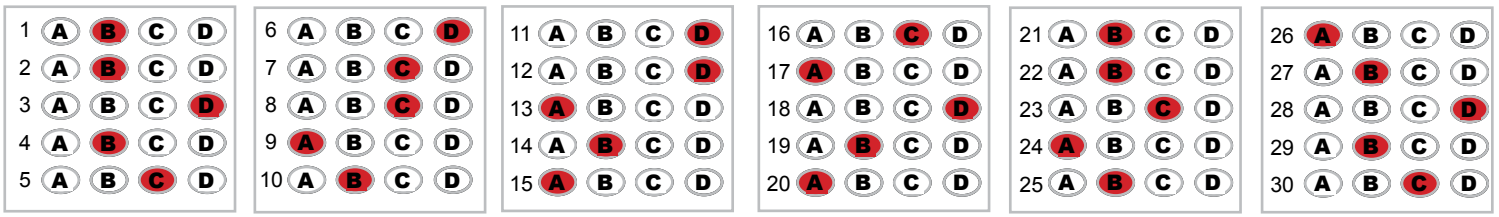
BUSINESS STUDIES / BESIGHEIDSTUDIES



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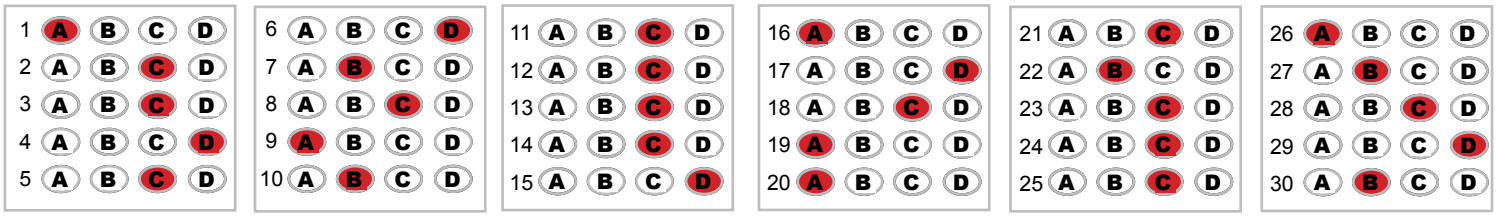
ECONOMICS / EKONOMIE



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PROVERTO

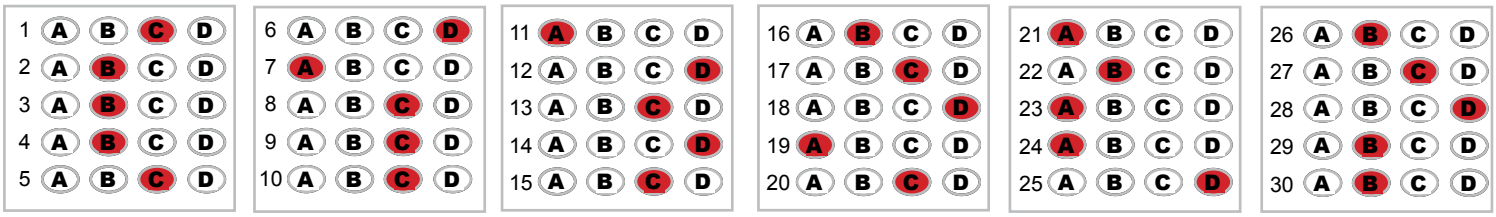
NATIONAL HIGH SCHOOL OLYMPIAD NASIONALE HOËRSKOOL OLIMPIADE

2024

GRADE 12 GRAAD

ROUND TWO MEMORANDUM RONDE TWEE

ACCOUNTING / REKENINGKUNDE



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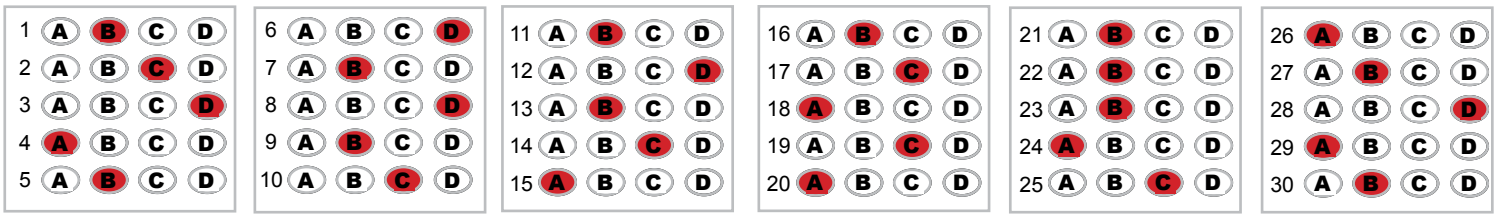
BUSINESS STUDIES / BESIGHEIDSTUDIES



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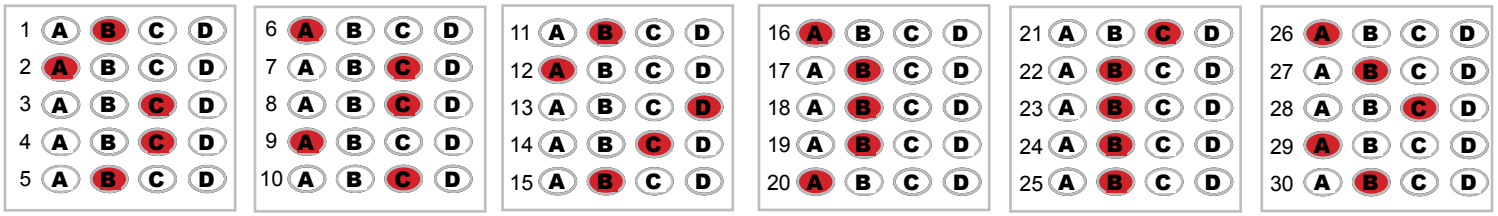
ECONOMICS / EKONOMIE



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19. B
20. A
21. C
22. B
23. B
24. B
25. B
26. A
27. B
28. C
29. A
30. B

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PROVERTO

NATIONAL HIGH SCHOOL OLYMPIAD

ANSWER SHEET ROUND ONE

* USE A BLACK PEN OR HB PENCIL TO COMPLETE THE ANSWER SHEET *No colour pens allowed

I, _____ (Name and Surname) declare that this olympiad answer sheet is my own work and demonstrates my own abilities and knowledge and does not involve teamwork.

TODAY'S DATE DAY MONTH YEAR 2 0 2 5 GRADE 1 2 NB!

SCHOOL NAME

FIRST NAME INITIALS *Example:* Alex John Khumalo **A J** ***Please do not include your surname***

LEARNER SURNAME

Example: Khumalo ****Please do not include your first names***

DATE OF BIRTH Female Male

LEARNER EMAIL (If available)

LEARNER Mobile Number 0 (If available)

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

ACCOUNTING BUSINESS STUDIES ECONOMICS

NB! Colour a circle completely to mark your correct answer ● B C D
If your answer is not marked correctly your answer will be invalid

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

PROVERTO

NATIONAL HIGH SCHOOL OLYMPIAD

ANSWER SHEET ROUND TWO

* USE A BLACK PEN OR HB PENCIL TO COMPLETE THE ANSWER SHEET *No colour pens allowed

I, _____ (Name and Surname) declare that this olympiad answer sheet is my own work and demonstrates my own abilities and knowledge and does not involve teamwork.

TODAY'S DATE DAY MONTH YEAR 2 0 2 5 GRADE 1 2 NB!

SCHOOL NAME

FIRST NAME INITIALS *Example:* Alex John Khumalo **A J** ***Please do not include your surname***

LEARNER SURNAME

Example: Khumalo ****Please do not include your first names***

DATE OF BIRTH Female Male

LEARNER EMAIL (If available)

LEARNER Mobile Number 0 (If available)

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

ACCOUNTING BUSINESS STUDIES ECONOMICS

NB! Colour a circle completely to mark your correct answer ● B C D
If your answer is not marked correctly your answer will be invalid

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

NATIONAL HIGH SCHOOL OLYMPIAD

Gr 9 10 11 12

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First Round Gr 10 11 12: 6 May

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2026

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Gr 9 10 11 12

olympiads@proverto.co.za

Final Round Gr 10 11 12 : 29 July
First and Final Round Gr 9 :

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
1 THU	1 SUN	1 SUN	1 WED	1 FRI	1 MON	1 WED	1 SAT	1 TUE	1 THU	1 SUN	1 TUE
2 FRI	2 MON	2 MON	2 THU	2 SAT	2 TUE	2 THU	2 SUN	2 WED	2 FRI	2 MON	2 WED
3 SAT	3 TUE	3 TUE	3 FRI	3 SUN	3 WED	3 FRI	3 MON	3 THU	3 SAT	3 TUE	3 THU
4 SUN	4 WED	4 WED	4 SAT	4 MON	4 THU	4 SAT	4 TUE	4 FRI	4 SUN	4 WED	4 FRI
5 MON	5 THU	5 THU	5 SUN	5 TUE	5 FRI	5 SUN	5 WED	5 SAT	5 MON	5 THU	5 SAT
6 TUE	6 FRI	6 FRI	6 MON	6 Round One 10 11 12	6 SAT	6 MON	6 THU	6 SUN	6 TUE	6 FRI	6 SUN
7 WED	7 SAT	7 SAT	7 TUE	7 THU	7 SUN	7 TUE	7 FRI	7 MON	7 WED	7 SAT	7 MON
8 THU	8 SON	8 SON	8 WED	8 FRI	8 MON	8 WED	8 SAT	8 TUE	8 THU	8 SUN	8 TUE
9 FRI	9 MON	9 MON	9 THU	9 SAT	9 TUE	9 THU	9 SUN	9 WED	9 FRI	9 MON	9 WED
10 SAT	10 TUE	10 TUE	10 FRI	10 SUN	10 WED	10 FRI	10 MON	10 THU	10 SAT	10 TUE	10 THU
11 SUN	11 WED	11 WED	11 SAT	11 MON	11 THU	11 SAT	11 TUE	11 FRI	11 SUN	11 WED	11 FRI
12 MON	12 THU	12 THU	12 SUN	12 TUE	12 FRI	12 SUN	12 WED	12 SAT	12 MON	12 THU	12 SAT
13 TUE	13 FRI	13 FRI	13 MON	13 WED	13 SAT	13 MON	13 THU	13 SUN	13 TUE	13 FRI	13 SUN
14 WED	14 SAT	14 SAT	14 TUE	14 THU	14 SUN	14 TUE	14 FRI	14 MON	14 WED	14 SAT	14 MON
15 THU	15 SUN	15 SON	15 WED	15 FRI	15 MON	15 WED	15 SAT	15 TUE	15 THU	15 SUN	15 TUE
16 FRI	16 MON	16 MON	16 THU	16 SAT	16 TUE	16 THU	16 SUN	16 WED	16 FRI	16 MON	16 WED
17 SAT	17 TUE	17 TUE	17 FRI	17 SUN	17 WED	17 FRI	17 MON	17 THU	17 SAT	17 TUE	17 THU
18 SUN	18 WED	18 WED	18 SAT	18 MON	18 THU	18 SAT	18 TUE	18 FRI	18 SUN	18 WED	18 FRI
19 MON	19 THU	19 THU	19 SUN	19 TUE	19 FRI	19 SUN	19 WED	19 SAT	19 MON	19 THU	19 SAT
20 TUE	20 FRI	20 FRI	20 MON	20 WED	20 SAT	20 MON	20 THU	20 SUN	20 TUE	20 FRI	20 SUN
21 WED	21 SAT	21 SAT	21 TUE	21 THU	21 SUN	21 TUE	21 FRI	21 MON	21 WED	21 SAT	21 MON
22 THU	22 SUN	22 SUN	22 Final Entry 10-12	22 FRI	22 MON	22 WED	22 SAT	22 TUE	22 THU	22 SUN	22 TUE
23 FRI	23 MON	23 MON	23 THU	23 SAT	23 TUE	23 THU	23 SUN	23 WED	23 FRI	23 MON	23 WED
24 SAT	24 TUE	24 TUE	24 FRI	24 SUN	24 WED	24 FRI	24 MON	24 THU	24 SAT	24 TUE	24 THU
25 SUN	25 WED	25 WED	25 SAT	25 MON	25 THU	25 SAT	25 TUE	25 FRI	25 SUN	25 WED	25 FRI
26 MON	26 Early bird Entry 9-12	26 THU	26 SUN	26 TUE	26 Final Entry Gr 9	26 SUN	26 WED	26 SAT	26 MON	26 THU	26 SAT
27 TUE	27 FRI	27 FRI	27 MON	27 WED	27 SAT	27 MON	27 THU	27 SUN	27 TUE	27 FRI	27 SUN
28 WED	28 SAT	28 SAT	28 TUE	28 THU	28 SUN	28 TUE	28 FRI	28 MON	28 WED	28 SAT	28 MON
29 THU		29 SUN	29 WED	29 FRI	29 MON	29 Final Round 9 10 11 12	29 SAT	29 TUES	29 THU	29 SUN	29 TUE
30 FRI		30 MON	30 THU	30 SAT	30 TUE	30 THU	30 SUN	30 WED	30 FRI	30 MON	30 WED
31 SAT		31 TUE		31 SUN		31 FRI	31 MON		31 SAT		31 THU

ACCOUNTING **BUSINESS STUDIES** **ECONOMICS** **EMS** **UJ FIMO** **BESIGHEIDSTUDIES** **REKENINGKUNDE** **EKONOMIE**

NATIONAL HIGH SCHOOL OLYMPIAD

NASIONALE HOËRSKOOL OLIMPIADE

Grade 10 11 12
ACCOUNTING * REKENINGKUNDE
BUSINESS STUDIES * BESIGHEISTUDIES
ECONOMICS * EKONOMIE
UJ FIMO Free Optional * Gratis

FIRST ROUND 6 MAY

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2026

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Email: olympiads@proverto.co.za
WhatsApp: 082 853 5030
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SECOND ROUND 29 JULY

OLYMPIAD ENTRY FORM Gr 10 11 12

SCHOOL DETAILS / SKOOL BESONDERHEDE

Scan and email completed entry forms to: olympiads@proverto.co.za

Name of School:

School Email:

Province: District:

Government School ☐ Private School ☐

Olympiad Exam Papers 2026
Round 1 & 2 Language Preferance

English ☐ Afrikaans ☐

EDUCATOR DETAILS / ONDERWYSER INLIGTING

* All communication will be sent to the educator email provided

Name and Surname: Title:

Subject Taught: Grade:

Educator email: Educator mobile:

EDUCATOR DETAILS / ONDERWYSER INLIGTING

Name and Surname: Title:

Subject Taught: Grade:

Educator email: Educator mobile:

EDUCATOR DETAILS / ONDERWYSER INLIGTING

Name and Surname: Title:

Subject Taught: Grade:

Educator email: Educator mobile:

EDUCATOR DETAILS / ONDERWYSER INLIGTING

Name and Surname: Title:

Subject Taught: Grade:

Educator email: Educator mobile:

Grade 10 11 12 Olympiads: Accounting/Business Studies/Economics
Rekeningkunde/Besigheidstudies/Ekonomie

EARLY BIRD ENTRY DATE: 26 February 2026

EARLY BIRD ENTRY FEE PER LEARNER PER YEAR: R 100-00

ENTRY FEE PER LEARNER PER YEAR: R 120-00 **FINAL ENTRY DATE: 22 April 2026**

PROVERTO OLYMPIAD ORGANISER BANK DETAILS:

BANK: FIRST NATIONAL BANK
ACCOUNT NAME: PROVERTO
BRANCH NAME: FNB KEYWEST (250655)
ACCOUNT NUMBER: **EFT PAYMENTS: 6279 751 3192** ACCOUNT TYPE: SAVINGS
ACCOUNT NUMBER: **CASH PAYMENTS: 6279 751 3184** ACCOUNT TYPE: CHEQUE
REFERENCE: SCHOOL NAME

UNIVERSITY OF JOHANNESBURG

DEPARTMENT OF FINANCE AND INVESTMENT MANAGEMENT

* The entry fee per learner includes both rounds for all subjects. Learners may write all the olympiads or choose their subjects PRO026

NATIONAL HIGH SCHOOL OLYMPIAD

NASIONALE HOËRSKOOL OLIMPIADE

Grade 10 11 12
ACCOUNTING * REKENINGKUNDE
BUSINESS STUDIES * BESIGHEIDSTUDIES
ECONOMICS * EKONOMIE
UJ FIMO Free Optional * Gratis

FIRST ROUND 6 MAY

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2026

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www.proverto.co.za

SECOND ROUND 29 JULY

OLYMPIAD ENTRY FORM GR 10 11 12

Name of School: _____ **School Email:** _____

TOTAL LEARNERS: *Grade 10* ☐ *Grade 11* ☐ *Grade 12* ☐ *TOTAL LEARNERS* ☐

4 - IN - ONE OLYMPIAD: 3 SUBJECTS AND UJ FIMO Olympiad (Gr 10 11 12) * Learners may write all the olympiads OR choose their subjects

*Olympiads available in Afrikaans and English

PERMISSION / PERMISSIE

As a participant in the competition, I consent to the sharing of information, given by me, between Proverto (the organiser) and any sponsors of the Olympiad in order to assist me and contact me by email, phone, text or post. (In terms of the POPI Act)

Scan completed entry forms and email to: olympiads@proverto.co.za

	LEARNER FIRST NAME	LEARNER SURNAME	GRADE	Mark with an "X"	
1.				Yes, I Agree ☐	No, do not share my information ☐
2.				Yes, I Agree ☐	No, do not share my information ☐
3.				Yes, I Agree ☐	No, do not share my information ☐
4.				Yes, I Agree ☐	No, do not share my information ☐
5.				Yes, I Agree ☐	No, do not share my information ☐
6.				Yes, I Agree ☐	No, do not share my information ☐
7.				Yes, I Agree ☐	No, do not share my information ☐
8.				Yes, I Agree ☐	No, do not share my information ☐
9.				Yes, I Agree ☐	No, do not share my information ☐
10.				Yes, I Agree ☐	No, do not share my information ☐
11.				Yes, I Agree ☐	No, do not share my information ☐
12.				Yes, I Agree ☐	No, do not share my information ☐
13.				Yes, I Agree ☐	No, do not share my information ☐
14.				Yes, I Agree ☐	No, do not share my information ☐
15.				Yes, I Agree ☐	No, do not share my information ☐

TURN PAGE TO ENTER MORE LEARNERS OR COPY THIS PAGE

* There is no limit to the total learners entered per grade/school

Test your knowledge
Your subjects, your choice

2026

Toets jou kennis
Jou vakke, jou keuse

National High School OLYMPIAD

Gr 9 10 11 12

Nasionale Hoërskool Olimpiade

Subjects:
EMS
ACCOUNTING
BUSINESS STUDIES
ECONOMICS
UJ FIMO Olympiad

Enter for 1 or 2 or all 4 subjects!

ENTRY CLOSING DATES 2026:

26 February 2026 (Early Bird)
22 April (Final deadline)

Vakke:
EBW
REKENINGKUNDE
BESIGHEIDSTUDIES
EKONOMIE
UJ FIMO Olimpiade

Skryf in vir 1 of 2 of al 4 vakke!

Grade 10 11 12

***First Round:* 6 May | *Second Round:* 29 July**

***Grade 9* | *One round:* 29 July**

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Whats App: 082 853 5030

Download ENTRY FORMS from

www.proverto.co.za

or email your request to receive an entry form to:

olympiads@proverto.co.za

Olympiad Entry Fees 2026: Gr ade 10 11 12
*TOTAL COST for all subjects, both rounds per year
R 100 per learner (Early Bird deadline 26 Feb)
R 120 per learner (Final Deadline 22 April)

Olympiad Entry Fees 2026: Grade 9
R 60-00 per learner (Early Bird deadline 26 Feb)
R 80-00 per learner (Final Deadline 26 June)

DOWNLOAD YOUR FREE STUDY GUIDES FROM WWW.PROVERTO.CO.ZA

UNIVERSITY OF JOHANNESBURG

DEPARTMENT OF FINANCE AND INVESTMENT MANAGEMENT