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DEPARTMENT: EDUCATION
MPUMALANGA PROVINCE

NATIONAL SENIOR CERTIFICATE EXAMINATION

BUSINESS STUDIES

FEBRUARY MONTHLY TEST

GRADE 12

2024

MARKS: 100

TIME: 1 HOUR

This question paper consist of 07 pages including this page

INSTRUCTIONS AND INFORMATION

Read the following instructions carefully before answering the questions.

1. This question paper consists of THREE sections and covers all main topics.

SECTION A: COMPULSORY

SECTION B: Consists of **THREE** questions, answer any **TWO** questions from this section.

SECTION C: Consists of **TWO** questions. Answer only **ONE** question from this section

2. Read the instructions for each question carefully and take particular note of what is required.
3. Number the answers correctly according to the numbering system used in this question paper. No marks will be awarded for answers that are numbered incorrectly.
4. Except where other instructions are given, answers must be in full sentences.
5. Use the mark allocation and nature of each question to determine the length and depth of an answer.
6. Use the table below as a guide for mark and time allocation when answering each question.

SECTION	QUESTION	MARKS	TIME
A: Multiple-choice questions, Matching items (COMPULSORY)	1	20	10 min.
B: THREE direct questions (Answer any TWO questions.)	2	20	10 min.
	3	20	10 min.
	4	20	10 min.
C: TWO Essay-type questions (Answer only ONE question.)	5	40	30 min.
	6	40	30 min.
TOTAL		100	60 MINUTES

7. Begin the answer to EACH question on a NEW page, for example QUESTION 1 – new page, QUESTION 2 – new page, et cetera.
8. Write neatly and legibly.

SECTION A (COMPULSORY)**QUESTION 1**

- 1.1. Various options are provided as possible answers to the following questions. Choose the answer and write only the letter (A–D) next to the question number (1.1.1–1.1.5) in the ANSWER BOOK, for example 1.1.6 B.
- 1.1.1 This Act regulates the implementation of affirmative action when businesses appoint new workers:
- A. Consumer Protection Act, 2008 (Act 68 of 2008)
 - B. Employment Equity Act, 1998 (Act 55 of 1998)
 - C. Broad-Based Black Economic Empowerment Act, 2003 (Act 53 of 2003)
 - D. Labour Relations Act 1995 (Act 66 of 1995)
- 1.1.2 Workers are entitled to a meal break of ... minutes after five continuous hours of work.
- A. 90
 - B. 45
 - C. 60
 - D. 15
- 1.1.3 This Act allows consumers to apply for loans and to be free from discrimination:
- A. Labour Relations Act, (LRA) 1995 (Act 66 of 1995)
 - B. Consumer Protection Act, (CPA) 2008 (Act 68 of 2008)
 - C. Skills Development Act, (SDA) 1998 (Act 97 of 1998)
 - D. National Credit Act, (NCA) 2005 (Act 34 of 2005)
- 1.1.4 Mohammad Enterprise used the ... recruitment method when they advertised a vacancy on the display board of the business.
- A. agencies
 - B. online
 - C. internal
 - D. external
- 1.1.5 The process of choosing the five most suitable candidates for the job is known as ...
- A. shortlisting.
 - B. placement.
 - C. reference checking
 - D. recruitment.

(5x2) (10)

- 1.2 Choose a description from COLUMN B that matches a term in COLUMN A. Write only the letter (A–J) next to the question numbers (1.2.1 to 1.2.5) in the ANSWER BOOK, e.g. 1.2.6 K.

COLUMN A	COLUMN B
1.2.1 Skills development levy	A. aims at eliminating unsuitable applicants
1.2.2 Broad-Based Black Economic Empowerment	B. describes the minimum personal attributes required for a job
1.2.3 Right to fair and honest dealings	C. employers and employees contribute 1% of their payroll to SARS to train employees.
1.2.4 Job description	D. suppliers must allow customers to shop around for best prices.
1.2.5 Screening	E. ensures that people from diverse backgrounds are given equal job opportunities.
	F. describes the duties and responsibilities of a specific position
	G. employers contribute 1% of their payroll to SARS to train employees
	H. aims at inviting candidates to attend the interview
	I. ensures full economic participation of previously disadvantaged individuals
	J. supplier may not use physical force or harass customers.

(5x2) (10)

TOTAL SECTION A: 20

SECTION B

Answer ANY TWO in this section.

NOTE: Clearly indicate the QUESTION NUMBER of each question that you choose.
The answer to EACH question must start on a NEW page, e.g. QUESTION 2 on a new page, QUESTION 3 on a NEW page

QUESTION 2: BUSINESS ENVIRONMENTS

- 2.1 Name any FOUR types of leave provision as stipulated in the Basic Conditions of Employment Act (BCEA), 1997 (Act 75 of 1997). (4)
- 2.2 Outline the purpose of Employment Equity Act (EEA), 1998 (Act 55 of 1998) (4)
- 2.3 Read the scenario below and answer the questions that follow.

BARKER INCORPORATED (BI)

An employee of Barker Incorporated lost his hand due to an injury sustained while performing his duties. The management of the company is refusing to submit the claim to the Compensation Fund as they did not register the employee with the commissioner of the Compensation Fund.

- 2.3.1 Discuss the penalties that Barker Incorporated may face for not complying with the COIDA. (6)
- 2.4 Suggest ways in which businesses can comply with the National Credit Act (NCA), 2005 (Act 34 of 2005) (6)

[20]**QUESTION 3: BUSINESS OPERATIONS**

- 3.1 State any FOUR aspects that should be included in an employment contract. (4)
- 3.2 Outline the difference between piecemeal and time-related salary determination methods. (4)
- 3.3 Read the scenario below and answer the questions that follow.

SUPER SNACKS (SS)

Super Snacks appointed Sue as the new marketing manager. As part of the induction programme she was given a tour of the business premises and also received information about their products. The management at SS are aware of all the benefits of a good induction programme.

- 3.3.1 Identify the TWO aspects that SS included in their induction programme from the scenario above. (2)
- 3.3.2 Explain the benefits of induction for businesses. (6)
- 3.4 Advise businesses on the legal requirements of an employment contract. (4)

[20]

QUESTION 4: MISCELLANEOUS TOPICS**BUSINESS ENVIRONMENTS**

4.1 Identify the pillars of the BBBEE that are illustrated by the statements below:

4.1.1 The company gave some of its shares to their previously disadvantaged employees. (2)

4.1.2 Mpho Auditors uses Themba Shuttle services to transport their employees. (2)

4.1.3 Azania Limited has promoted two black females as heads of various departments. (2)

4.2 Explain how the Sector Education and Training Authorities (SETAs) are funded. (4)

BUSINESS OPERATIONS

4.3 State any FOUR sources of external recruitment. (4)

4.4 Evaluate the impact of fringe benefits to businesses. (6)

[20]

TOTAL SECTION B: 40

SECTION C

Answer ANY ONE question in this section.

NOTE: Clearly indicate the QUESTION NUMBER of the question chosen. The answer to the question must start on a NEW page, e.g. QUESTION 5 on a NEW page or QUESTION 6 on a NEW page.

QUESTION 5: BUSINESS ENVIRONMENTS (LEGISLATION)

The Labour Relations Act (LRA), 1995 (Act 66 of 1995) regulates the relationship between employers and employees. Businesses that do not comply with this Act may face stiff penalties.

As an expert in recent legislation, write an essay on the following aspects:

- Outline the rights of employers and employees according to the LRA.
- Explain the purpose of the LRA on businesses.
- Discuss the impact of this Act on businesses.
- Advise businesses on penalties/consequences that may be imposed for non-compliance with the LRA

[40]

QUESTION 6: BUSINESS OPERATIONS (HUMAN RESOURCES FUNCTION)

Business use interviews to select suitable candidates with relevant knowledge and skills to fill vacancies. Selected candidates after signing contracts will undergo a skill development programme. Employment contracts allow both employers and employees to terminate a contract.

Write an essay on Human Resource Function in which you address the following aspects:

- Outline the selection procedure.
- Explain the purpose of an interview.
- Discuss the reasons for the termination of an employment contract.
- Advise businesses on the importance of training/skills development in HR.

[40]

TOTAL SECTION C: 40

GRAND TOTAL: 100