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# High School Olympiad Preparation Study Guide

## Grade 12

# BUSINESS STUDIES

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

**2022 \* 2023 \* 2024**



DEPARTMENT OF  
FINANCE AND INVESTMENT  
MANAGEMENT



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# PROVERTO

## NATIONAL HIGH SCHOOL OLYMPIAD

### ANSWER SHEET ROUND ONE

TODAY'S DATE DAY MONTH YEAR GRADE

SCHOOL NAME

LEARNER SURNAME

FIRST NAME INITIALS DATE OF BIRTH Female Male

LEARNER EMAIL (If available)

LEARNER Mobile Number

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

ACCOUNTING/REKENINGKUNDE ☐ BUSINESS STUDIES/BESIGHEIDSTUDIES ☐ ECONOMICS/EKONOMIE ☐

### ACCOUNTING / REKENINGKUNDE

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

TOTAL \_\_\_\_/30

### BUSINESS STUDIES / BESIGHEIDSTUDIES

1 A B C D	6 A B C D	11 A B C D	16 A B C D	21 A B C D	26 A B C D
2 A B C D	7 A B C D	12 A B C D	17 A B C D	22 A B C D	27 A B C D
3 A B C D	8 A B C D	13 A B C D	18 A B C D	23 A B C D	28 A B C D
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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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Colour a circle completely ● CORRECT MARK  
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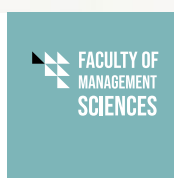
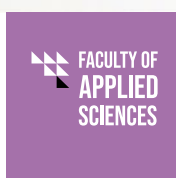
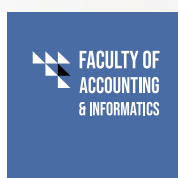


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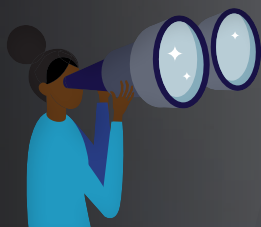
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# PROVERTO EMS OLYMPIAD 2024 – GRADE 12

## BUSINESS STUDIES

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.

## PROFESSIONALISM AND ETHICS

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 what 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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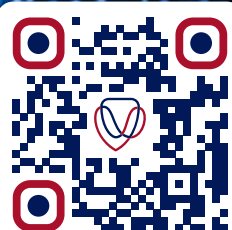
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**Subject: Business Studies****Legislation and Demands for Redress and Equity**

**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.

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**BUSINESS STUDIES**  
**GRADE 12**  
**ROUND 1 & 2**

**2023**

**PAST PAPER**

# PROVERTO EMS OLYMPIAD 2023 – GRADE 12

## BUSINESS STUDIES

### 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.



## PROFESSIONALISM AND ETHICS

5. If the director of Pick n Pay resigns from his/her position in the company because of insider trading, they are displaying \_\_\_\_
- A synergy.
  - B accountability.
  - C indemnification.
  - D vertical integration.
6. The following statement is FALSE. Correct the underlined words to make it TRUE.  
Utilitarian theory is the ethical theory that is based on the idea that the end justifies the means.
- A Consequence-based theory.
  - B Narrative-based theory.
  - C Principle-based theory.
  - D Theological-based theory.
7. A well-known retail chain stated the following in its annual report:  
“Effective governance is considered a vital component and contributor to the Group’s sustained performance, which makes it mandatory regardless of the financial position the company finds itself in.”
- This approach to ethics is \_\_\_\_
- A a Narrative-based theory.
  - B a Consequence-based theory.
  - C according to a Principle-based theory.
  - D none of the above.
8. This document outlines the expected behaviour of employees, including dress code and punctuality.
- A Code of Ethics.
  - B Labour Relations Act.
  - C Code of Conduct.
  - D Employment Contract.
9. \_\_\_\_\_ is the non-disclosure of income to pay less tax.
- A Tax avoidance
  - B Tax deduction
  - C Tax evasion
  - D Tax debenture

## CREATIVE THINKING AND PROBLEM-SOLVING

10. Which problem-solving technique will a business use when it requires an ethical consideration of the issues at hand?
- A TQM
  - B RIMS
  - C BSC
  - D SWOT
11. Which elements are present in SCAMPER as a problem-solving technique?
- A Scramble, Combine, Amplify, Modern, Put to another use, Eliminate, Reverse
  - B Substitute, Calculate, Amplify, Modify, Pattern, Eliminate, Reverse
  - C Substitute, Combine, Adapt, Modern, Pattern, Elaborate, Reverse
  - D Substitute, Combine, Adapt, Modify, Put to another use, Eliminate, Reverse
12. Identify the following famous creative thinker and identify what he is famous for.



Figure 1:<https://en.wikipedia.org/wiki/>

- A Steve Jobs, inventor, designer, and entrepreneur for Microsoft.
  - B Steve Jobs, inventor, designer, and entrepreneur for Apple.
  - C Elon Musk, inventor, designer, and entrepreneur for Apple.
  - D Elon Musk, inventor, designer, and entrepreneur for Tesla.
13. The following extract is an example of what type of theory needs to be considered when applying creative thinking in a diverse workplace.
- The spirit of the African worldview includes wholeness, community, and harmony which are deeply embedded in cultural values.*
- A Indigenous thinking.
  - B Force field analysis.
  - C Incentive thinking.
  - D Restraining forces.
14. Choose the most correct sequence of the steps in problem-solving:
1. Collect and analyse all information.
  2. Identify possible solutions.
  3. Identify decision factors.
  4. Define the problem.
  5. Monitor and control the decision.

6. Develop and implement an action plan.

- A 4, 1, 3, 2, 6 and 5
- B 1, 4, 3, 2, 5 and 6
- C 3, 4, 2, 1, 5 and 6
- D 4, 3, 1, 2, 6 and 5

## CHALLENGES OF THE MACRO BUSINESS ENVIRONMENT

15. On 1 April 2022, the corporate tax rate in South Africa has \_\_\_\_
- A decreased to 27%.
  - B remained unchanged at 28%.
  - C increased to 29%.
  - D Increased to 30%
16. Which of the following workers do not have the right to strike?
- A Educators and the Educational Department.
  - B The National Defence Force.
  - C Factory workers.
  - D Management in businesses.
17. \_\_\_\_\_ are unexpected and unplanned happenings and events.
- A Trends
  - B Crises
  - C Strategies
  - D Integrations
18. The Prime interest rate of South Africa was at a 50-year low during most of 2021. What percentage is being referred to?
- A 6.75%
  - B 7.00%
  - C 7.25%
  - D 7.50%
19. Poor economic growth, restrictive labour regulations, and a lack of skills and educational development have contributed to large-scale unemployment in South Africa. What was South Africa's unemployment rate during quarter 3 of 2021 (Q3, 2021)?
- A 28.4%
  - B 34.9%
  - C 39.2%
  - D 44.7%

## CITIZENSHIP ROLES AND RESPONSIBILITIES

20. The \_\_\_\_\_ is a non-profit global organisation that promotes reporting on sustainability issues through the creation of a sustainability reporting framework.
- A GRI
  - B SABS
  - C SARS
  - D FTE/SRI
21. Workplace Forums can be established if the business employs how many employees?
- A 50
  - B 100
  - C 500
  - D 1 000
22. \_\_\_\_\_ is trying to understand the political, language, or cultural differences between countries to avoid making assumptions about others.
- A Organisational awareness
  - B Global awareness
  - C Globalisation
  - D Materialism

## BUSINESS FUNCTIONS

23. Which of the following describes the purpose of interviewing a new employee?
- A To give the employee an opportunity to ask questions about the business.
  - B To ask for more detail on information provided in the CV.
  - C To meet the candidate in person and see if they will fit in.
  - D All of the above.
24. Which of the following is NOT a fringe benefit?
- A Travel allowance
  - B Medical Aid
  - C PAYE
  - D Pension
25. As a Human Capital manager, you need to make sure that a contract is signed between the business and the new employee. Name the law that you would use to base your contract on.
- A Labour Legislation.
  - B Skills Development Act.
  - C Employment Act.
  - D Basic Conditions of Employment Act.

26. Choosing the correct suppliers of goods and services at the best possible price while keeping the required quality in mind, is part of Shoprite's \_\_\_\_\_ function.
- A finance
  - B production
  - C general management
  - D purchasing
27. The Pick n Pay No Name Brand tomato sauce was contaminated during production. A media statement was released, and all bottles were fully refunded. Which King Code Principle was implemented?
- A Integrity
  - B Transparency
  - C Accountability
  - D All of the above
28. A strategy that Wimpy could implement at all levels and in all departments of the business to ensure that all employees maintain the required standards, is called \_\_\_\_
- A standard deviation.
  - B market research.
  - C employee control.
  - D total quality control.
29. Name the independent organisation that can make unbiased judgments between employers and employees when called upon to resolve a dispute referred to it in terms of the LRA.
- A CCMA
  - B NEDLAC
  - C BCEA
  - D SAQA
30. The following actions may result in disciplinary procedures:
- I. regular late coming.
  - II. refusing to wear a face mask at work during the National lockdown phase.
  - III. refusing to wear a hair net while working with food.
  - IV. refusing to follow an unreasonable instruction.
- A I, II, and III
  - B II, III, and IV
  - C I, III, and IV
  - D I, II, and IV



# 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		
<b>Deductions:</b>		<b>Contributions:</b>	
Tax:	R2 500		
UIF:	R100	UIF:	R100
Pension fund:	R750	Pension fund:	R100
<b>Net salary: Unknown</b>			

4. What type of remuneration structure does Amy receive?
- A Cost to company.
  - B Gross salary structure.
  - C Cost plus benefits.
  - D Net salary structure.
5. What is Amy's net salary?
- A R10 200
  - B R6 650
  - C R10 750
  - D R12 500
6. Explain the UIF deduction and contribution.
- A 1% of 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.

**BUSINESS STUDIES**  
**GRADE 12**  
**ROUND 1 & 2**

**2022**

**PAST PAPER**

# PROVERTO EMS OLYMPIAD 2022 – GRADE 12

## BUSINESS STUDIES

ROUND ONE

ROUND 1 – CHOOSE THE MOST CORRECT OPTION FOR QUESTIONS 1 – 30.

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

1. An employee in South Africa may work a maximum of:
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2. Which one of the following indicates that a company is complying with the Broad-Based Black Economic Empowerment (BBBEE) Act 53 of 2003?
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3. Which of the following is a pillar of BBBEE?
  - A Businesses should have ownership by previously disadvantaged groups.
  - B Businesses should use suppliers owned by previously disadvantaged groups.
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  - D All of the above.
  
4. One of the aims of the Skills Development Act is to:
  - A offer limited opportunities for learning in the workplace.
  - B eliminate unfair discrimination in employment.
  - C improve the level of investment in education and training.
  - D improve employment opportunities for disadvantaged people.



## PROFESSIONALISM AND ETHICS

5. For a business to act ethically it needs to apply fairness to all its actions and decisions. What does it mean for a business to be fair?
- A Businesses should be fair towards customers and therefore charge the lowest possible price.
  - B Businesses should be fair towards the surrounding community and therefore be involved in CSR programmes.
  - C Businesses should be fair towards their shareholders and therefore maximise profits.
  - D Businesses should be fair towards all stakeholders and therefore consider the impact that their decisions will have on these stakeholders.
6. The following statement is FALSE. Correct the underlined words to make it TRUE.  
Utilitarian theory is the ethical theory that is based on the idea that the end justifies the means.
- A Consequence-based theory
  - B Narrative-based theory
  - C Principle-based theory
  - D Theological-based theory
7. A well-known retail chain stated as follows in their annual report:  
“Effective governance is considered to be a vital component and contributor to the Group’s sustained performance, which makes it mandatory regardless of the financial position the company finds itself in.”
- This approach to ethics can be said to be:
- A a narrative-based theory.
  - B a consequence-based theory.
  - C according to a principle-based theory.
  - D none of the above.
8. An illegal act where competitors agree to charge the buyers a predetermined price is known as:
- A price adjustments.
  - B price-fixing.
  - C price revision.
  - D price negotiations.
9. Select the definition that best describes the Code of Ethics.
- A A set of unfair rules and regulations.
  - B A guide to being trustworthy.
  - C A guide to help employees and employers to make ethical decisions in the workplace.
  - D A set of guidelines for corruption in the workplace.

## CREATIVE THINKING AND PROBLEM SOLVING

10. Which problem-solving technique will a business use when it requires an ethical consideration of the issues at hand?
- A TQM
  - B RIMS
  - C BSC
  - D SWOT
11. Which problem-solving technique will a business use when they want to show different outcomes to a single event?
- A Decision Tree
  - B Pros and Cons chart
  - C Differentiation
  - D Focus strategy
12. Total quality management requires the involvement of:
- A top and middle management.
  - B lower management.
  - C quality controllers.
  - D all employees of an organisation.
13. Which one of the following is a problem-solving technique that focuses on four main perspectives to improve performance?
- A Value-chain analysis.
  - B Resource-based analysis.
  - C Balanced Score Card.
  - D Delphi technique.
14. Choose the most correct sequence of the steps in problem-solving:
1. Collect and analyse all information.
  2. Identify possible solutions.
  3. Identify decision-making factors.
  4. Define the problem.
  5. Monitor and control the decision.
  6. Develop and implement an action plan.
- A 4, 1, 3, 2, 6 and 5
  - B 1, 4, 3, 2, 5 and 6
  - C 3, 4, 2, 1, 5 and 6
  - D 4, 3, 1, 2, 6 and 5

## CHALLENGES OF THE MACRO BUSINESS ENVIRONMENT

15. On 1 April 2022, the corporate tax rate in South Africa has:
- A decreased to 27%.
  - B stayed unchanged at 28%.
  - C increased to 29%.
  - D Increased to 30%
16. Which of the following public challenges place extra burdens and expenditure on businesses as they have to develop policies, support systems, and informative programmes to address them?
- A Political challenges.
  - B Legal challenges.
  - C Socio-economic challenges.
  - D Economic challenges.
17. Which of the following industries performed the best in South Africa during the National Lockdown of 2020 and 2021?
- A Tourism industry.
  - B Home improvement industry.
  - C Transportation industry.
  - D Live entertainment industry.
18. The Prime interest rate of South Africa was at a 50-year-low during most of 2021. What percentage is being referred to?
- A 6.75%
  - B 7.00%
  - C 7.25%
  - D 7.50%
19. Poor economic growth, restrictive labour regulations, and a lack of skills and educational development have contributed to large-scale unemployment in South Africa. What was South Africa's unemployment rate during quarter 3 of 2021 (Q3, 2021)?
- A 28.4%
  - B 34.9%
  - C 39.2%
  - D 44.7%

## CITIZENSHIP: ROLES AND RESPONSIBILITIES

20. The primary objective of a business is:
- A profit maximisation.
  - B corporate social responsibility.
  - C corporate social investment.
  - D corporate citizenship.
21. Triple Bottom Line reporting includes:
- A economic, environmental, and global aspects.
  - B environmental, global, and financial aspects.
  - C economic, environmental, and social aspects.
  - D environmental, social, and global aspects.
22. Which one of the following is an example of Corporate Social Investment (CSI)?
- A If a retailer sells products at a lower price than its competitors.
  - B When a business invests money in its IT infrastructure.
  - C When a business pays the school fees of their permanent employees.
  - D If a business increases its marketing budget to launch a new product.

## BUSINESS FUNCTIONS (MARKETING, HUMAN RESOURCES, AND PRODUCTION)

23. Which of the following would NOT be part of a retail store's marketing plan?
- A Brainstorming strategies to effectively deal with consumer complaints.
  - B Performing a work-to-rule action over wages.
  - C Developing recyclable packaging.
  - D Expanding the brand abroad.
24. The main function(s) of performance appraisals is/are:
- A to give feedback to employees on past performance and to communicate future expectations.
  - B to identify areas of strengths and weaknesses and to put strategies in place to use strengths and improve on weaknesses.
  - C to discuss employment issues such as salary progression, bonuses, merits, perks, and promotional opportunities.
  - D all of the above.
25. As a Human Capital manager, you need to make sure that a contract is signed between the business and the new employee. Which law will you use as a basis for your contract?
- A Labour Legislation
  - B Skills Development Act
  - C Employment Act
  - D Basic Conditions of Employment Act

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

# PROVERTO EMS OLYMPIAD 2022 – GRADE 12

## ROUND TWO

Subject: Business Studies

Topic: Legislation and demands for redress and equity

Use the information below and answer the question that follows:

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

(<http://constitutionnet.org>)

1. The extract above is an example of:  
  - A Code of ethics.
  - B Limitation clause.
  - C Conduct clause.
  - D Labour Relations Act.
2. The pumps at the filling stations should clearly show the price of petrol and diesel. This statement is an example of what rights under the Consumer Protection Act?  
  - A Right to fair and responsible marketing.
  - B Right to fair value, good quality, and safety.
  - C Right to choose.
  - D Right to disclosure of information.
3. Which of the following legislation allowed the government to implement a national lockdown:  
  - A Pandemic Relief Act.
  - B Compensation for Injuries and Disease Act.
  - C Disaster Management Act.
  - D Occupational Health and Safety Act.

## Topic: Human Resources function

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

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

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

4. What type of remuneration structure does Amy receive?
- A Cost to company.
  - B Gross salary structure.
  - C Cost plus benefits.
  - D Net salary structure.
5. What is Amy's net salary?
- A R10 200
  - B R6 650
  - C R10 750
  - D R12 500
6. Explain the UIF deduction and contribution.
- A 1% of net salary contributed by employee and employer.
  - B 2% of gross salary contributed by the employee.
  - C 2% of net salary contributed by the employee.
  - D 1% of gross salary contributed by employee and employer.

## Topic: Professionalism and Ethics

7. Which of the following scenarios can be considered ethical?
- A A spaza shop owner inflates the prices of goods in a rural area because there are no other competitors in her area.
  - B The CEO of Checkers uses the business' petrol card to travel to Cape Town for leisure.
  - C Social media employees in the marketing division respond to comments and queries on their Instagram page during work hours.
  - D An employee gives his manager a plasma TV for his birthday.

8. An example of dysfunctional conflict could be:
- A Workers get into a physical altercation.
  - B A trade union organises a strike for fair working conditions.
  - C The HR manager organises a workshop for cultural awareness after two employees argued about differences of culture.
  - D After an employee has an emotional breakdown, the manager realises that he is going through a tough time in his personal life.

Use the extract below to answer Question 9.

**Consultation**

Citizens should be consulted about the level and quality of the public services they receive and, wherever possible, should be given a choice about the services that are offered.

**Service standards**

Citizens should be informed of the level and quality of public service they will receive so that they know what to expect.

**Access**

All citizens should have equal access to the services to which they are entitled.

[localgovernmentaction.org/dedi6.cpt3.host-h.net](http://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.

## Topic: Creative thinking and Problem-solving

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

10. A carrot, a scarf and five pieces of coal are found lying on your neighbour's lawn. Nobody put them on the lawn, but there is a simple, logical reason why they are there. What is the reason?
- A The items fell out of the shopping bag.
  - B The dog dragged the items out to chew on.
  - C The items were used by children to build a snowman that has now melted.
  - D A child is playing dress-up.
11. A man pushes his car until he reaches a hotel. When he arrives, he goes bankrupt. What happened?
- A He ran out of petrol.
  - B He is playing Monopoly and his piece is the car.
  - C He is the hotel owner, going to the bank.
  - D None of the above.
12. The sound of Brian's snoring is usually just annoying, but today it causes terror and panic. Why?
- A Brian is sleepwalking.
  - B Brian is the name of a bus.
  - C Brian is the name of a pet bear.
  - D Brian is a bus driver.



## Topic: Challenges in the Macro-environment

Use the information below to answer Questions 13 and 14.

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

(<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 standard of living and an increase in poverty.
  - C More jobs are created, leading to an increased standard of living.
  - D International investors see South Africa as a favourable and stable economy.
14. What could be a possible solution for retail businesses in response to the challenge mentioned above?
- A Move factories further from retail stores to increase transportation costs.
  - B Participate in an unprotected strike.
  - C Move manufacturing factories closer to retail stores to limit transportation of goods.
  - D Negotiate for a lower petrol price from a local supplier.

## Topic: Corporate Social Responsibility

15. KwaZulu-Natal Premier Sihle Zikalala says the preliminary costs of damage following the unrest and looting in KZN are estimated at R\_\_\_\_\_.
- A 2 billion
  - B 7 million
  - C 17 billion
  - D 1 billion
16. \_\_\_\_\_ of the South African adult population have been fully vaccinated against COVID.
- A Between 10 and 15%
  - B Between 29 and 32%
  - C Between 35 and 40%
  - D Between 42 and 45%
17. Which CSR organisation contributed the most to the relief efforts in KZN after the floods of 2022?
- A SPCA.
  - B KFC Add Hope.
  - C Gift of the Givers.
  - D Ekukhanyeni Relief Project.

## Topic: Human Rights, Inclusivity and Environmental issues

18. The fund used to bring relief to employees during the COVID-19 lockdown was:
- A RAF.
  - B COIDA.
  - C UIF.
  - D TERS.
19. The Bill of Rights forms part of which legislative document?
- A Labour Relations Act.
  - B The Constitution.
  - C CCMA.
  - D Basic Conditions of Employment Act.

## Topic: Team performance and Conflict management

20. Which of the following can be described as arbitration?
- A The manager of a Shoprite store facilitates a dispute between employees to help solve their grievances.
  - B Two employees cannot agree on the concept for a new marketing campaign. The marketing manager settles the dispute by choosing a concept.
  - C Board members work through their disagreement peacefully with no third-party intervention.
  - D The CEO offers suggestions regarding a disagreement. However, the choice remains with the aggrieved parties.
21. The following document outlines the expected behaviour of employees, including dress code and punctuality:
- A Code of Ethics.
  - B Labour Relations Act.
  - C Code of Conduct.
  - D Employment Contract.
22. Conflict that stimulates creativity is called:
- A dysfunctional conflict.
  - B functional conflict.
  - C management conflict.
  - D team conflict.

## Topic: Business environments and sectors

23. Which of the following would be used to analyse the internal environment?
- I. Value chain analysis.
  - II. Resource-based analysis.
  - III. PESTLE analysis.
  - IV. Porter's six forces model.
- A I and II only.  
B I, III, and IV only.  
C I and III only.  
D All of the above.
24. If the South African rand depreciates, it is a/an \_\_\_\_\_ for exporters and a/an \_\_\_\_\_ to importers.
- A threat; opportunity  
B opportunity; threat  
C threat; threat  
D opportunity; opportunity

## Topic: Management and Leadership

25. Which of the following ensures a low staff turnover?
- A Recruitment  
B Induction/Orientation  
C Placement  
D Retention
26. When a manager uses his discretion as to whether an employee should be granted extra leave as a result of a death in the family, he is displaying \_\_\_\_\_ leadership.
- A transactional  
B laissez-faire  
C transformational  
D situational

## Topic: Quality performance

27. Governance is:
- A the power that the government has over the people.  
B the way in which a company is organised politically.  
C the way in which the country's Reserve Bank is operated.  
D the rules and processes by which a company is controlled.

28. When a business tries to reduce costs by being more efficient, it is part of a:

- A conservative strategy.
- B low-cost strategy.
- C growth strategy.
- D balanced strategy.

29. A new product in an existing market is:

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

30. An existing product into a new market is:

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

**BUSINESS STUDIES**  
**GRADE 12**  
**ROUND 1 & 2**

**2022 2023 2024**

**MEMO**

## NATIONAL HIGH SCHOOL OLYMPIAD

## NASIONALE HOËRSKOOL OLIMPIADE



### ROUND ONE RONDE EEN

### GR 12

### BUSINESS STUDIES / BESIGHEIDSTUDIES

1 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	6 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	11 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	16 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	21 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	26 <b>A</b> <b>B</b> <b>C</b> <b>D</b>
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5 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	10 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	15 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	20 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	25 <b>A</b> <b>B</b> <b>C</b> <b>D</b>	30 <b>A</b> <b>B</b> <b>C</b> <b>D</b>

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

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### ROUND TWO RONDE TWEE

### GR 12

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

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

Topic		A	B	C	D
CSR	16.				
	17.				
Human rights	18.				
	19.				
Team and conflict	20.				
	21.				
Sectors	22.				
	23.				
Management	24.				
	25.				
Quality performance	26.				
	27.				
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	30.				

### 2023

#### GRADE 12 GRAAD

#### ROUND ONE MEMORANDUM RONDE EEN

#### ACCOUNTING / REKENINGKUNDE

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| 3. C | 8. B  | 13. A | 18. A | 23. C | 28. A |
| 4. A | 9. C  | 14. D | 19. B | 24. A | 29. D |
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#### BUSINESS STUDIES / BESIGHEIDSTUDIES

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

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#### ECONOMICS / EKONOMIE

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30	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D

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

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### 2023

#### GRADE 12 GRAAD

**ROUND TWO MEMORANDUM RONDE TWEE**  
**\*Final Round\* \*Finale Ronde\***

#### ACCOUNTING / REKENINGKUNDE

1	A	B	<b>C</b>	D
2	A	B	<b>C</b>	D
3	A	B	<b>C</b>	D
4	A	B	<b>C</b>	D
5	A	B	<b>C</b>	D

6	A	B	<b>C</b>	D
7	A	B	<b>C</b>	D
8	A	B	<b>C</b>	D
9	A	<b>B</b>	C	D
10	A	<b>B</b>	C	D

11	A	B	<b>C</b>	D
12	<b>A</b>	B	C	D
13	A	B	<b>C</b>	D
14	A	B	C	<b>D</b>
15	<b>A</b>	B	C	D

16	A	<b>B</b>	C	D
17	A	B	<b>C</b>	D
18	A	<b>B</b>	C	D
19	<b>A</b>	B	C	D
20	<b>A</b>	B	C	D

21	A	B	<b>C</b>	D
22	A	B	<b>C</b>	D
23	A	B	<b>C</b>	D
24	<b>A</b>	B	C	D
25	<b>A</b>	B	C	D

26	A	<b>B</b>	C	D
27	A	<b>B</b>	C	D
28	A	B	<b>C</b>	D
29	A	B	<b>C</b>	D
30	A	<b>B</b>	C	D

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

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#### BUSINESS STUDIES / BESIGHEIDSTUDIES

1	A	<b>B</b>	C	D
2	A	B	<b>C</b>	D
3	A	B	<b>C</b>	D
4	A	B	<b>C</b>	D
5	A	<b>B</b>	C	D

6	A	B	<b>C</b>	D
7	A	<b>B</b>	C	D
8	A	B	<b>C</b>	D
9	A	<b>B</b>	C	D
10	A	B	<b>C</b>	D

11	A	<b>B</b>	C	D
12	A	B	<b>C</b>	D
13	A	<b>B</b>	C	D
14	A	B	<b>C</b>	D
15	<b>A</b>	B	C	D

16	A	<b>B</b>	C	D
17	A	B	<b>C</b>	D
18	<b>A</b>	B	C	D
19	A	B	<b>C</b>	D
20	<b>A</b>	B	C	D

21	A	<b>B</b>	C	D
22	A	<b>B</b>	C	D
23	A	<b>B</b>	C	D
24	<b>A</b>	B	C	D
25	A	B	<b>C</b>	D

26	<b>A</b>	B	C	D
27	A	<b>B</b>	C	D
28	A	B	<b>C</b>	D
29	<b>A</b>	B	C	D
30	A	<b>B</b>	C	D

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

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#### ECONOMICS / EKONOMIE

1	A	<b>B</b>	C	D
2	A	B	<b>C</b>	D
3	A	B	<b>C</b>	D
4	A	<b>B</b>	C	D
5	A	B	<b>C</b>	D

6	A	B	<b>C</b>	D
7	<b>A</b>	B	C	D
8	<b>A</b>	B	C	D
9	A	B	<b>C</b>	D
10	A	B	<b>C</b>	D

11	<b>A</b>	B	C	D
12	A	B	<b>C</b>	D
13	A	B	<b>C</b>	D
14	<b>A</b>	B	C	D
15	A	<b>B</b>	C	D

16	A	B	<b>C</b>	D
17	<b>A</b>	B	C	D
18	A	<b>B</b>	C	D
19	A	B	<b>C</b>	D
20	A	<b>B</b>	C	D

21	A	B	<b>C</b>	D
22	A	B	<b>C</b>	D
23	A	<b>B</b>	C	D
24	A	<b>B</b>	C	D
25	A	B	<b>C</b>	D

26	<b>A</b>	B	C	D
27	<b>A</b>	B	C	D
28	A	B	<b>C</b>	D
29	A	<b>B</b>	C	D
30	A	B	<b>C</b>	D

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

/30



### 2024

### GRADE 12 GRAAD

### ROUND ONE MEMORANDUM RONDE EEN

#### ACCOUNTING / REKENINGKUNDE

1	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
2	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
3	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
4	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
5	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
6	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
7	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
8	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
9	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
10	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
11	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
12	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
13	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
14	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
15	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
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17	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
18	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
19	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
20	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
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22	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
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25	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
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27	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
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29	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
30	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D

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

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#### BUSINESS STUDIES / BESIGHEIDSTUDIES

1	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
2	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
3	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
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6	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
7	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
8	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
9	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
10	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
11	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
12	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
13	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
14	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
15	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
16	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
17	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
18	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
19	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
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21	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
22	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
23	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
24	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
25	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
26	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
27	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
28	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
29	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
30	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D

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

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#### ECONOMICS / EKONOMIE

1	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
2	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
3	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
4	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
5	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
6	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
7	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
8	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
9	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
10	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
11	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
12	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
13	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
14	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
15	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
16	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
17	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
18	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
19	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
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21	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
22	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
23	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
24	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
25	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
26	<input checked="" type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
27	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D
28	<input type="radio"/> A	<input type="radio"/> B	<input checked="" type="radio"/> C	<input type="radio"/> D
29	<input type="radio"/> A	<input type="radio"/> B	<input type="radio"/> C	<input checked="" type="radio"/> D
30	<input type="radio"/> A	<input checked="" type="radio"/> B	<input type="radio"/> C	<input type="radio"/> D

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

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### 2024

#### GRADE 12 GRAAD

#### ROUND TWO MEMORANDUM RONDE TWEE

#### ACCOUNTING / REKENINGKUNDE

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

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

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

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

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

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

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

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#### BUSINESS STUDIES / BESIGHEIDSTUDIES

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

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

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

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

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

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

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

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#### ECONOMICS / EKONOMIE

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

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

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

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

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

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

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

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JOIN THE NEDBANK BURSARY PROGRAMME.



# THE DIFFERENCE STARTS WITH OUR YOUTH.

#YOUNGDIFFERENCEMAKER



**The Nedbank External Bursary Programme is open to full-time Undergraduate and Honours students who are studying towards qualifications in the financial sector with a strong focus on STEM (Science, Technology, Engineering and Mathematics) and Green Economy skills.**

If you do not have the financial means to study full-time towards your degree or diploma at a South African public university or university of technology, and you meet the below criteria, it is time to become a **#YoungDifferenceMaker!**

## CRITERIA FOR SELECTION:

**To be eligible for the Nedbank bursary, you must:**

- be a South African citizen; and
- have a proven financial need, as determined by your household income.

**Must have:**

- a minimum academic average of 65% in the year that you are applying for the bursary;
- a minimum academic average of 65% for the required subjects aligned with the qualification you plan to study towards at university;
- not completed your grade 12 or senior certificate with mathematics literacy; and
- successfully obtained admission approval to a South African public university or university of technology for the undergraduate qualification you plan to study towards.

## The application process:

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

## The screening process:

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

## If you are shortlisted, we will ask you to:

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

## YOUR FUTURE STARTS NOW!

All candidates will receive feedback on the status of their application at the completion of the recruitment and selection process.

### Contact information:

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

**Closing date for applications is  
31 August 2024.**

Bursaries are granted at Nedbank's sole discretion.

For the complete application process and a list of required documents, please visit our website at [www.nedbank.co.za/bursary](http://www.nedbank.co.za/bursary)