



education

Department:
Education
North West Provincial Government
REPUBLIC OF SOUTH AFRICA

PROVINCIAL ASSESSMENT

GRADE 10

**BUSINESS STUDIES P1
NOVEMBER 2024
MARKING GUIDELINES**

MARKS: 150

These marking guidelines consist of 27 pages.

PREAMBLE

The notes to markers are provided for quality assurance purposes to ensure the following:

- (a) Fairness, consistency and reliability in the standard of marking.
- (b) Facilitate the moderation of candidates' scripts at the different levels.
- (c) Streamline the marking process considering the broad spectrum of markers across the country.
- (d) Implement appropriate measures in the teaching, learning and assessment of the subject at schools/institutions of learning.

1. For marking and moderation purposes, the following colours are recommended:

Marker	Red
Internal Moderator:	Green
External Moderator:	Orange
Provincial Moderator:	Pink

2. Candidates' responses must be in full sentences for SECTIONS B and C. However, this would depend on the nature of the question.
3. A comprehensive marking guideline has been provided but this is by no means exhaustive. Due consideration should be given to an answer that is correct but:
 - Uses a different expression from that which appears in the marking guidelines
 - Comes from another credible source
 - Original
 - A different approach is used

NOTE: There is only ONE correct answer in SECTION A.

4. Take note of other relevant answers provided by candidates and allocate marks accordingly. (In cases where the answer is unclear or indicates some understanding, part-marks should be awarded, for example, one mark instead of the maximum of two marks.)
5. The word 'Sub-max' is used to facilitate the allocation of marks within a question or sub-question.
6. The purpose of circling marks (guided by 'max' in the breakdown of marks) on the right-hand side is to ensure consistency and accuracy in the marking of scripts as well as for calculation and moderation purposes
7. Subtotals to questions must be written in the right-hand margin. Circle the subtotals as indicated by the allocation of marks. This must be guided by 'max' in the marking guidelines. Only the total for each question should appear in the left-hand margin next to the appropriate question number.

8. In an indirect question, the theory as well as the response must be relevant and related to the question.
9. Correct numbering of answers to questions or sub questions is recommended in SECTIONS A and B. However, if the numbering is incorrect, follow the sequence of the candidate's responses. Candidates will be penalised if the latter is not clear.
10. No additional credit must be given for repetition of facts. Indicate with an 'R'.
11. The differentiation between 'evaluate' and 'critically evaluate' can be explained as follows:
- 11.1 When 'evaluate' is used, candidates are expected to respond in either a positive/negative manner or take a neutral (positive and negative) stance, e.g. Positive: 'COIDA eliminates time and costs spent[√] on lengthy civil court proceedings.'[√]
- 11.2 When 'critically evaluate' is used, candidates are expected to respond in either a positive/negative manner or take a neutral (positive and negative) stance. In this instance candidates are also expected to support their responses with more depth, e.g. 'COIDA eliminates time and costs spent[√] on lengthy civil court proceedings[√], because the employer will not be liable for compensation to the employee for injuries sustained during working hours as long as it can be proved that the business was not negligent.'[√]
- NOTE:**
1. The above could apply to 'analyse' as well.
 2. Note the placing of the tick (√) in the allocation of marks.
12. The allocation of marks must be informed by the nature of the question, cognitive verb used, mark allocation in the marking guideline and the context of each question.
- Cognitive verbs, such as:
- 12.1 Advise, name, state, outline, motivate, recommend, suggest, (*list not exhaustive*) do not usually require much depth in candidates' responses. Therefore, the mark allocation for each statement/answer appears at the end.
- 12.2 Define, describe, explain, discuss, elaborate, distinguish, differentiate, compare, tabulate, analyse, evaluate, critically evaluate (*list not exhaustive*) require a greater depth of understanding, application and reasoning. Therefore, the marks must be allocated more objectively to ensure that assessing is conducted according to established norms so that uniformity, consistency and fairness are achieved.
13. Mark only the FIRST answer where candidates offer more than one answer for SECTION B and C questions that require one answer

14. **SECTION B**

14.1 If for example, FIVE facts are required, mark the candidate's FIRST FIVE responses and ignore the rest of the responses. Indicate by drawing a line across the unmarked portion

- NOTE:**
1. This applies only to questions where the number of facts is specified.
 2. The above also applies to responses in SECTION C (where applicable)

14.2 If two facts are written in one sentence, award the candidate FULL credit. Point 14.1 above still applies.

14.3 If candidates are required to provide their own examples/views, brainstorm this at the school to finalise alternative answers.

14.4 **Use of the cognitive verbs and allocation of marks**

14.4.1 If the number of facts are specified, questions that require candidates to 'describe/discuss/explain' may be marked as follows:

- Fact 2 marks (or as indicated in the marking guidelines)
- Explanation 1 mark (two marks will be allocated in Section C)

The 'fact' and 'explanation' are given separately in the marking guideline to facilitate mark allocation.

14.4.2 If the number of facts required is not specified, the allocation of marks must be informed by the nature of the question and the maximum mark allocated in the marking guidelines.

14.5 **ONE mark may be awarded for answers that are easy to recall, requires one-word answers or is quoted directly from a scenario/case study. This applies to SECTIONS B and C in particular (where applicable).**

15. **SECTION C**

15.1 The breakdown of the mark allocation for the essays is as follows:

Introduction	Maximum: 32
Content	
Conclusion	
Insight	8
TOTAL	40

15.2 Insight consists of the following components:

Layout/Structure	Is there an introduction, paragraphs and a conclusion?	2
Analysis and interpretation	Is the candidate able to break down the question into headings/subheadings/interpret it correctly to show understanding of what is being asked? Marks to be allocated using this guide: All headings addressed: 1 (One 'A') Interpretation (16 to 32 marks): 1 (One 'A')	2
Synthesis	Are there relevant decisions/facts/responses made based on the questions? Option 1: Only relevant facts: 2 marks (No '-S') Where a candidate answers 50% or more (two to four sub-questions) of the question with only relevant facts; no '-S' appears in the left margin. Award the maximum of TWO (2) marks for synthesis. Option 2: Some relevant facts: 1 mark (One '-S') Where a candidate answers less than 50% (only one sub-question) of the question with only OR some relevant facts; one '-S' appears in the left margin. Award a maximum of ONE (1) mark for synthesis. Option 3: Some relevant facts: 1 mark (One '-S') Where a candidate answers FOUR sub-questions, but one/two/three sub-questions with no relevant facts; one '-S' appears in the left margin. Award a maximum of ONE (1) mark for synthesis Option 4: No relevant facts: 0 mark (Two '-S') Where a candidate answers less than 50%(only one sub-question) of the question withno relevant facts; two '-S' appear in the left margin. Award a ZERO mark for synthesis.	
Originality	Is there evidence of one or two examples not older than two (2) years that are based on recent information, current trends and developments?	2
TOTAL FOR INSIGHT:		8
TOTAL MARKS FOR FACTS:		32
TOTAL MARKS FOR ESSAY (8 + 32):		40

- NOTE:**
- No marks will be awarded for contents repeated from the introduction and conclusion.**
 - The candidate forfeits marks for layout if the words INTRODUCTION and CONCLUSION are not stated.**
 - No marks will be awarded for layout if the headings INTRODUCTION and CONCLUSION are not supported by an explanation.**

- 15.3 Indicate insight in the left-hand margin with a symbol e.g. '(L, A, -S and/or O'.)
- 15.4 The breakdown of marks is indicated at the end of the suggested answer/marketing guideline to each question.
- 15.5 Mark all relevant facts until the SUB MAX/MAX mark in a subsection has been attained. Write SUB MAX/MAX after maximum marks have been obtained, but continue reading for originality "O".
- 15.6 At the end of each essay indicate the allocation of marks for facts and marks for insight as follows: (L – Layout, A – Analysis, S – Synthesis, O – Originality) as in the table below.

Content	Marks
Facts	32 (max)
L	2
A	2
S	2
O	2
TOTAL	40

- 15.7 When awarding marks for facts, take note of the sub-maxima indicated, especially if candidates do not make use of the same subheadings. Remember, headings and subheadings are encouraged and contribute to insight (structuring/logical flow/sequencing) and indicate clarity of thought.
(See MARK BREAKDOWN at the end of each question.)
- 15.8 If the candidate identifies/interprets the question INCORRECTLY, then he/she may still obtain marks for layout.
- 15.9 If a different approach is used by candidates, ensure that the answers are assessed according to the mark allocation/subheadings as indicated in the marking guideline.
- 15.10 15.10.1 Award TWO marks for complete sentences. Award ONE mark for phrases, incomplete sentences and vague answers.
- 15.10.2 With effect from November 2015, the TWO marks will not necessarily appear at the end of each completed sentence. The ticks (√) will be separated and indicated next to each fact, e.g. 'Product development is a growth strategy √, where businesses aim to introduce new products into existing markets.'√
- This will be informed by the nature and context of the question, as well as the cognitive verb used.
- 15.11 With effect from November 2017, the maximum of TWO (2) marks for facts shown as headings in the marking guidelines, will not necessarily apply to each question. This would also depend on the nature of the question.

SECTION A**QUESTION 1**

- 1.1 1.1.1 A ✓✓
 1.1.2 B ✓✓
 1.1.3 B ✓✓
 1.1.4 C ✓✓✓
 1.1.5 B ✓✓ (5 × 2) (10)
- 1.2 1.2.1 Fixed capital ✓✓
 1.2.2 Organising ✓✓
 1.2.3 Vision ✓✓
 1.2.4 Culture ✓✓
 1.2.5 Global ✓✓ (5 × 2) (10)
- 1.3 1.3.1 C ✓✓
 1.3.2 D ✓✓
 1.3.3 A ✓✓
 1.3.4 B ✓✓
 1.3.5 H ✓✓ (5 × 2) (10)

TOTAL SECTION A: 30**BREAKDOWN OF MARKS**

QUESTION 1	MARKS
1.1	10
1.2	10
1.3	10
TOTAL	30

SECTION B**Mark the answers to the FIRST TWO questions only.****QUESTION 2: BUSINESS ENVIRONMENTS****2.1. FOUR components of micro environment**

- Vision ✓
- Mission ✓
- Objectives ✓
- Goals, strategy ✓
- Organisational resources ✓
- Leadership and management ✓
- Business functions ✓
- Organisational structure ✓
- Organisational culture ✓

Note: mark the first FOUR (4) options only.

(4 × 1) (4)

2.2 The purpose of organisational culture

- Influences people's actions and attitudes. ✓✓
- The culture determines how things are done. ✓✓
- It is the "personality" of the business. ✓✓
- Shared understanding of how things are done. ✓✓
- Any other relevant answer linked with the purpose of organisational culture

Max (6)**2.3 Socio-economic issues****2.3.1 Socio-economic issues from the scenario.**

- HM is located in an area where there is high rate of crime. ✓
- Peter, one of the employees is not productive due to the illness that compromises his immune system. ✓

Note:

1. Mark the first TWO (2) options only.
2. Only award marks for responses that are quoted from the scenario.

Max (2)**2.3.2 The impact of HIV/Aids on businesses.**

- Loss of skilled staff ✓ due to HIV related illnesses. ✓
- Profits will be lower ✓ as production decreases. ✓
- High absenteeism ✓ from illness resulting to decrease in productivity. ✓
- Conflict can arise among staff ✓ if they discover that a worker is HIV positive. ✓
- Businesses find it difficult to keep production levels and to meet deadlines ✓ because of poor staff morale. ✓
- Business needs to invest money in programmes ✓ to educate the workers regarding Aids. ✓
- Businesses face increased costs of paying benefits ✓ like housing subsidies, medical care and pension funds. ✓
- Businesses face increased costs ✓ of finding/recruiting/training replacements. ✓
- Staff morale might be low as they are concerned ✓ about their health thus lowering productivity. ✓
- The costs of finding replacement employees and recruiting are high. ✓
- Any other relevant answer linked with the impact of HIV/Aids on businesses.

(6)**OR**

- **The impact of crime on businesses**
 - Loss of staff and customers. ✓
 - Insurance/security costs ✓ become expensive. ✓
 - Loss of profits ✓ due to stolen goods from businesses. ✓
 - Businesses lose skilled people ✓ resulting to a decline in productivity. ✓
 - Increased medical expenses ✓ as workers are injured during break ins. ✓
 - Businesses spend money on installing effective security measure ✓ such as alarms, burglar proofing. ✓
 - Loss of goods in the business can happen ✓ as a result of burglaries, shoplifting, customer theft and employee theft. ✓
 - Cost of damage to property increases ✓ as businesses pay higher insurance premiums to protect themselves. ✓
 - Loss of essential equipment ✓ causing temporary closure to the business. ✓
 - Employees can become involved in fraud, ✓ bribery, corruption and kickbacks. ✓
 - If there is an ensuing court case ✓ it can create negative publicity for the business. ✓
 - Smaller businesses often cannot afford insurance ✓ and have to replace the stolen goods themselves at greater loss. ✓
 - Lower profits affected the decisions to expand ✓ and employ more people/pay higher wages. ✓
 - Crime causes increase in health costs of employee ✓ due to injuries or stress. ✓
 - Discourages foreign investment ✓ and reduces tourism which impacts negatively on businesses. ✓
 - Crime brings about unfair competition ✓ from stolen goods resold at a lower price. ✓
 - Any other relevant answer linked with the impact of crime on businesses. (6)
- Max (6)**

2.4 Possible solutions to unemployment

- Improvement of skills, better education and training. ✓
- The government should change labour laws ✓ to encourage small businesses to employ workers. ✓
- Businesses can provide skills development programmes ✓ through learnerships. ✓
- Offer bursaries to the community ✓ to improve level of education. ✓
- Businesses must create jobs ✓ for members of the community. ✓
- Provide entrepreneurial programmes ✓ that can promote self-employment. ✓
- More money is spent on relieving poverty ✓ through their social responsibility programmes. ✓
- Supporting existing small businesses ✓ to create more employment opportunities. ✓
- Any other relevant answer linked with the solutions to unemployment.

Max (6)

2.5 Business sectors from the scenario above.

BUSINESS SECTORS	MOTIVATIONS
Primary sector ✓✓	He is the main supplier of timber in Zeerust.
Tertiary sector ✓✓	JFP borrowed capital from Cazet Bank to finance their expenses. ✓
Sub max (4)	Sub max (2)

NOTE:

1. **Mark the first TWO (2) options only.**
2. **The answer does not have to be in tabular form.**
3. **Only award marks for the responses that are quoted from the scenario.**
4. **Award marks for the business sector even if the motivation is incomplete.**
5. **Do not award marks for the motivations if the business sectors were incorrectly identified.**

Max (6)**2.6 The interrelation between business and consumers.**

- Consumers depend on businesses for their goods and services to satisfy their needs and wants ✓ and businesses also depend on consumers for their income when they buy from them. ✓
- Without consumers a business cannot survive, ✓ businesses need to ensure that they produce goods of consistently high quality to maintain or increase their customer base. ✓
- The public relations department must ensure that the business always maintains a positive image ✓ so that its customers remain loyal. ✓
- The marketing department must constantly conduct market research to identify the needs of their target market ✓ so that they are able to always satisfy the changing needs of their consumers. ✓
- Any other relevant answer linked with the interrelation between the business and consumers.

(6)**2.7 The importance of formal sectors**

- They supply legal products. ✓✓
- They employ many people with different skills and qualifications. ✓✓
- Products supplied by formal sectors are guaranteed, which means that faulty goods can be returned. ✓✓
- Any other relevant answer linked with the importance of formal sectors.

Max (6)

BREAKDOWN OF MARKS

QUESTION 2	MARKS
2.1	4
2.2	6
2.3.1	2
2.3.2	6
2.4	6
2.5	6
2.6	4
2.7	6
TOTAL	40

QUESTION 3: BUSINESS OPERATIONS**3.1 THREE factors that influence the organisational structure.**

- The size of the company ✓
- Technology ✓
- Resources ✓
- Strategic goals of the company ✓

Note: mark the first THREE (3) options only.

(3 x 1) (3)

3.2 The quality indicators of human resources function.

- Low rate of staff turnover in the business ✓✓
- Motivate and reward employees ✓✓
- Provide good working conditions ✓✓
- Good relationship with employees ✓✓
- Offer performance incentives for staff to enhance productivity ✓✓
- Understand the interrelatedness of different departments ✓✓
- Maintain a healthy relationship between employees and employer ✓✓
- Ensure that employee understand the goals and objectives of the business ✓✓
- Any relevant answer related to the quality of indicators of human resource function.

Max (6)

3.3 Business function

3.3.1 Business function from the scenario

BUSINESS FUNCTION	MOTIVATION
Administration ✓✓	Gontse ensures that reliable information is available for decision making. ✓
Sub max (2)	Sub max (1)

TAKE NOTE:

1. Answer does not have to be in a table format.
2. Mark the first options only.
3. Only award marks for the response that is quoted from the scenario.
4. Award marks for function even if the motivation is incomplete or incorrect.
5. Do not award marks for motivation if the business function was not identified correctly.

Max (3)

3.3.2 The purpose of administration function

- Handling of information and data. ✓
- Administration is responsible for collecting, processing and distributing information ✓ which is used for decision by management. ✓
- Store/record information ✓ by using recent technology. ✓
- Making general office work ✓ such as filing and storing information. ✓
- Any other relevant answer linked with the purpose of administration function

Max (6)

3.4 Quality indicators of financial function

- Financial records are kept up to date. ✓
- Effective management of cash ✓ by cash budgeting. ✓
- Accountability ✓ through tight financial processes. ✓
- Negotiate better interest rate ✓ in order to keep financial costs down. ✓
- Draw up accurate financial statements ✓ regularly/timeously. ✓
- Invest surplus funds ✓ to create source of passive income. ✓
- Any relevant answer related to the quality indicators for financial function.

Max (6)

3.5 The differences between external public relations and internal public relations.

EXTERNAL PUBLIC RELATIONS	INTERNAL PUBLIC RELATION
- Creates a good company image and awareness to those outside✓ the company.✓	- Creates a good company image awareness to employees✓in the company.✓
- Any other relevant answer related to external public relations.	- Any other relevant answer related to internal public relations.
Sub max (2)	Sub max (2)

Max (4)

3.6 Quality indicators for general management

- Develop/Implement/Monitor✓ effective strategic plans. ✓
- Set direction✓ and establish plans priorities for their business. ✓
- Effectively communicate✓ shared vision, mission, and values.✓
- Ensure that all the departments ✓in the business meet their deadlines/targets.✓
- Learn about/understand changes ✓ in the business environment on an on-going basis.✓
- Be prepared to set an example of behaviour✓ that is expected from employees in terms of ethics as well as productivity.✓
- Any relevant answer linked with the quality indicators for general management.

Max (6)

3.7 The correlation between management and the success of business in achieving its objectives, strengths and weaknesses.

- Management play an important role in making the correct decision and motivating employees to be productive. ✓✓
- Poor management can result in ineffective employees and losing productivity.✓✓
- Businesses require on-going decision making and problem solving.✓✓
- Problems that cannot be solved and decisions that are not made appropriately can lead to a decrease in productivity.✓✓
- Any other relevant answer related with the correlation between management and success of the business in achieving its objectives, strengths and weaknesses.

Max (6)

BREAKDOWN OF MARKS

QUESTION 3	MARKS
3.1	3
3.2	6
3.3.1	3
3.3.2	6
3.4	6
3.5	4
3.6	6
3.7	4
TOTAL	40

QUESTION 4: MISCELLANEOUS TOPICS**BUSINESS ENVIRONMENTS****4.1 The meaning of macro environment.**

- The macro environment is a condition that exists in the economy as a whole, ✓ rather than in a particular sector or region. ✓
- Refers to the interaction of businesses ✓ with forces outside of themselves ✓
- It is also known as external environment. ✓
- The macro environment is always developing ✓ and changing. ✓
- Business has no control over this environment ✓ as it poses challenges to business. ✓
- Any relevant answer that links with the meaning of macro environment.

Max (4)**4.2 The challenges of economic environment.**

- A high inflation will mean that consumers will have less money to spend on goods/services. ✓✓
- If taxation goes up, businesses will be charged more on their profits and people will have less to spend on buying goods and services. ✓✓
- If exchange rate influence trade international as it becomes expensive to buy raw materials and machinery from overseas. ✓✓
- If interest rate increase it means the business will pay more monthly instalments to the banks for loans taken. ✓✓
- Any relevant answer that links with the challenges of economic environment.

Max (4)

4.3 Market environment

4.3.1 Market environment from the scenario

COMPONENTS OF MARKET ENVIRONMENT	MOTIVATIONS
Suppliers ✓✓	NFH buys their stock from Zakes farm. ✓
Competitors ✓✓	Naidoo Fresh Hub lost most of their customers to People’s Market who also sells fruits and at lower prices. ✓
Sub max (4)	Sub max (2)

TAKE NOTE:

1. Only award marks for the responses that are quoted from the scenario.
2. The answer does not have to be on a tabular format.
3. Award marks for the components of the market environment even if the motivation is incorrect.
4. Award marks for the component of the market environment even if the motivation is incomplete or incorrect.
5. Do not award marks for motivation if the component of the market environment was not identified correctly.

Max (6)

4.4 Reasons why competition poses a challenge to businesses.

- Competition keeps prices down and reduces the business profitability. ✓✓
- It forces businesses to find new ways to produce an existing product or develop a new product/service. ✓✓
- A business may close down if it is unable to compete with other businesses. ✓✓
- Competition reduces the business market share and its target market. ✓✓
- Any other relevant answer linked with the reasons why competition poses a challenge to businesses.

Max (6)

BUSINESS OPERATIONS

4.5 Activities of the administration function

- Management of information ✓
- Handling of information ✓
- Office practice ✓
- Information technology ✓

TAKE NOTE: Mark the first TWO (2) options only

(2 × 1) (2)

4.6 The importance of public relations

- The business gets publicity for promotional events and information through media. ✓✓
- News conferences may be called to release information which will ensure the survival of the business. ✓✓
- Employees may volunteer to spend time with people in need at orphanage/hospitals/schools etc. ✓✓
- Businesses can sponsor community events. ✓✓
- Produce annual reports that view business activities and achievements. ✓✓
- Brochures can be used to distribute information. ✓✓
- Networking a popular form of public relation direct contact with employees or telephonic communication. ✓✓
- Attend network events and talk about business productivity. ✓✓
- Use corporative social responsibility as a public relations activity involving communities to get positive exposure. ✓✓
- Any other relevant answer related to the importance of public relations

Max (6)**4.7 Importance of quality****4.7.1 The importance of quality from the scenario**

- Rolly mentioned that quality enables his business to have a good reputation and promotes brand awareness. ✓
- RE has also gained goodwill and support from the community. ✓

Max (2)**4.7.2 Other importance of quality in the business.**

- Customers associates image of the business ✓with quality of the product. ✓
- Quality products increase sales, profits, business growth ✓ and attracts investors. ✓
- Vision, mission, business goals ✓may be achieved. ✓
- Any other relevant answer linked with the importance of quality in promoting the image of the business

Max (6)

4.8 The difference between quality control and quality assurance

Quality control	Quality assurance
- Inspection of the final product to ensure that it meets the required standards. ✓✓	- Carried out during and after the production process to ensure that required standard have been met at every stage of the process. ✓✓
- Includes setting targets/measuring performance and taking corrective measures. ✓✓	- Ensure that every process is aimed at getting the product right the first time and prevents mistakes from happening again. ✓✓
- Checking raw materials/ employees/machinery/workmanship/products to ensure that high standards are maintained. ✓✓	- The 'building in' of quality as opposed to 'checking for' quality. ✓✓
Sub max (2)	Sub max (2)

NOTE

1. The answer does not have to be in tabular format.
2. The difference does not have to link but it must be clear.
3. Award a maximum of TWO (2) marks if the difference is not clear. Mark either quality control or quality assurance only.

Max (4)

BREAKDOWN OF MARKS

QUESTION 4	MARKS
4.1	4
4.2	4
4.3.1	6
4.4	6
4.5	2
4.6	6
4.7.1	2
4.7.2	6
4.8	4
TOTAL	40

SECTION C**Mark the answer to the FIRST question only.****QUESTION 5 BUSINESS ENVIRONMENTS (SOCIO ECONOMIC ISSUES)****5.1 Introduction**

- Businesses can grow and develop into successful enterprises if they take socio-economic issues in consideration. ✓
- Businesses who ignore socio-economic issues do not contribute towards a safe environment. ✓
- All socio-economic present both challenges and opportunities for entrepreneurs. ✓
- A diverse workforce allows businesses to address inequality as a socio-economic issue. ✓
- Any other relevant introduction related to the meaning of strikes, negative impact of strikes and political disturbances, purpose of inclusivity and the reasons why socio-economic issues pose a challenge for businesses.

Any (2 x 1) (2)**5.2 The meaning of strikes.**

- A strike is a collective refusal of employees to work ✓ because of an issue in the workplace, aimed at forcing the employer to give demands. ✓
- It is a collective action taken by a group of unhappy employees ✓ to force employers to accept their demands. ✓
- Strikes may take form of a go slow, lock outs and sympathy strike. ✓
- It is a dispute between the employer and the employees ✓ when they cannot agree on wage increases/change in working conditions, even after negotiations. ✓
- Any other relevant answer related to the meaning of strikes.

Max (8)

5.3 Negative impacts of strike and political disturbances on businesses.

5.3.1 Negative impacts of strike on the business.

- This could make the business to be unable to meet its contractual obligation ✓ and the business losing contracts. ✓
- The cost of making up all the working hours is too high. ✓
- Strikes can be violent because strikers intimidate those employees ✓ who do not want to go on a strike. ✓
- Scares off potential investors. ✓
- May result in losses of production ✓ as employees stay absent from work during the time of strike. ✓
- May lead to unhealthy working relationships ✓ between management and workers.
- May force businesses to retrench ✓ some of its skilled workers to recover from losses. ✓
- Strike actions may lead to production losses ✓ and decline in sales. ✓
- Any relevant answer linked to the negative impact of strike on the business.

Sub max (6)

5.3.2 Negative impact of political disturbances on businesses.

- People in township/informal settlement areas may block the roads preventing employed people from going to work ✓ due to service delivery protests. ✓
- Scares off potential investors. ✓
- Businesses may be forced to close ✓ especially those located in townships. ✓
- May result in losses of production ✓ as employees stay absent from work during strike. ✓
- Many businesses suffer losses ✓ as a result of damage to a property. ✓
- Riots can result in increased unemployment ✓ if shopkeepers are forced to shut down. ✓
- Any relevant answer linked to the negative impact of political disturbances on the business.

Sub max (6)
Max (12)

5.4 The purpose of inclusivity in the workplace

- Inclusivity enables businesses to make the best use of all human resources. ✓✓
- Increase tolerance of each other's ideas and beliefs. ✓✓
- Businesses are able to use a variety of talents and skills. ✓✓
- Inclusivity increases education and training resulting to a decrease in poverty. ✓✓
- Increases the number of middle-class people participating in the economy. ✓✓
- Increases communication in the workplace so that business goals/objectives are achieved. ✓✓
- Promote respects for each person and their contribution in the workplace so that business goals and objectives are achieved. ✓✓
- Promotes healthy/happy working environments, which in turn increase job satisfaction and productivity. ✓✓
- Any other relevant answer related to the purpose of inclusivity in the workplace

Max (14)**5.5 Reason why Socio-economic issues pose a challenge to businesses.**

- Socio economic issues affect consumer spending due to poverty and unemployment. ✓✓
- These issues place extra burdens and expenditure on businesses as they have to develop policies/support systems/informative programs to address them. ✓✓
- Counterfeiting, bootlegging and crime may lead to loss of profits for businesses. ✓✓
- Absenteeism of employees affected by HIV/AIDS will result in a decrease in productivity in the business.
- Businesses are expected to create many job opportunities as possible to assist government address these issues which place financial burden on them. ✓✓
- Businesses may not be well supported by customers because of their limited disposable income. ✓✓
- They must also educate employees on social issues and how to become involved in the community to address these issues. ✓✓
- Any other relevant answer linked with reasons why socio-economic issues pose a challenge on businesses.

MAX (12)

5.6 Conclusion

- Businesses who develop strategies to deal with socio-economic issues survive long enough to achieve long term goals. ✓✓
- Businesses must be aware of these challenges so that they can put strategies in place to overcome them. ✓✓
- Any other relevant conclusion related to the meaning of strikes, negative impact of strikes and political disturbances, purpose of inclusivity and the reasons why socio-economic issues pose a challenge for businesses.

Any (1 x 2) (2)

QUESTION 5: BREAKDOWN OF MARK ALLOCATION

DETAILS	MAXIMUM	TOTAL
Introduction	2	Max 32
The meaning of strikes	8	
Negative impacts of strike and political disturbances.	12	
The purpose of inclusivity in the workplace.	14	
Reasons why socio-economic issues pose a challenge to businesses.	12	
Conclusion	2	
INSIGHT		
Layout	2	Max 8
Analysis/Interpretation	2	
Synthesis	2	
Originality/Examples	2	
TOTAL MARKS		40
LASO – For each component:		
Allocate 2 marks if all requirements are met.		
Allocate 1 mark if only some requirements are met.		

QUESTION 6 BUSINESS OPERATIONS (BUSINESS FUNCTIONS)**6.1 Introduction**

- The purchasing function is responsible for buying quality raw materials and services for the business. ✓
- The purchasing function should continuously look for new, and better suppliers. ✓
- The purchasing function should place orders with suppliers and follow up on them to ensure that the ordered products are delivered on time. ✓
- The purchasing function should ensure that ordered goods are delivered at the agreed price, right quantities, and right quality. ✓
- Any other relevant introduction related to the purpose of the purchasing function, the difference between cash payment and credit payment, the purchasing procedure and the impact of the NCA on businesses.

Any (2 × 1) (2)**6.2 The purpose of the purchasing function**

- The financial function has to obtained capital from the most suitable sources. ✓✓
- The business should negotiate a lower/better interest rate to keep financial costs as low as possible. ✓✓
- The financial records should be kept up to date at all times and should be accurate in order for the business to be tax compliant. ✓✓
- Accurate financial statements should be drawn up so that management can see the performance of the business. ✓✓
- Surplus funds should be invested to save for future projects/expansion/growth. ✓✓
- Any relevant answer linked to the quality indicators of the financial function.

Max (10)

6.3 Differences between cash payment and credit payment

CASH PAYMENT	CREDIT PAYMENT
Cash payment refers to all payments made by cash/cheque ✓ for business purchases. ✓	Credit payment refers to all payments made by means of credit cards/ ✓ on future date for business purchases. ✓
Cash payments enables businesses to budget for stock purchases ✓ and avoid unnecessary delays. ✓	Credit payments allow business to buy stock ✓ and pay on a future date. ✓
Cash payers can qualify for cash discounts. ✓	The credit payer can pay more for goods ✓ due to interest added on credit purchases.
Any relevant answer related to cash payment.	Any relevant answer related to credit purchases.
Sub max (6)	Sub max (6)

NOTE

1. The answer does not have to be in tabular format.
2. The difference does not have to link but it must be clear.
3. Award a maximum of SIX (6) marks if the difference is not clear. Mark either cash payment or credit payment only.

Max (12)

6.4 Steps of the purchasing procedure

Determine the need for the product/Requisition ✓✓

- Liaise with the financial department to establish the budget for the purchasing of goods and services. ✓
- Determine the product/material/ resource needs of the businesses. ✓
- Find the right quality/quantity of goods and services at the right price and at the right time. ✓
- Any relevant answer linked to determining the need for the product as a step of the purchasing procedure.

Purchasing procedure (2)
Discussion (2)
Sub max (4)

Determine the price of the product ✓✓

- Find the best price by obtaining quotes/tenders or making enquiries. ✓
- Any relevant answer linked to determining the price of the product as a step of the purchasing procedure.

Purchasing procedure (2)
Discussion (2)
Sub max (4)

Select/Choose a suitable supplier ✓✓

- The purchasing department should choose reliable suppliers for its raw materials/products. ✓
- Evaluation criteria based on quality of raw material/prices/delivery time, should be used to select the best suitable supplier. ✓
- The purchasing department should conduct a thorough investigation about potential suppliers, their reputation and reliability. ✓
- Any relevant answer linked to choosing a suitable supplier as a step of the purchasing procedure.

Purchasing procedure (2)**Discussion (2)****Sub max (4)****Place an order ✓✓**

- The purchasing function should place an order in writing so that goods delivered can be compared with the order. ✓
- Confirm the prices of the products on order to avoid unexpected surprises when payments are made. ✓
- Any relevant answer linked to placing an order as a step of the purchasing procedure.

Purchasing procedure (2)**Discussion (2)****Sub max (4)**

Collect or receive the order ✓✓

- The purchasing department should ensure that the right orders are received and recorded. ✓
- The quality and quantity of stock received should be checked against the order. ✓
- The purchasing department should keep a copy of a delivery note for records keeping purposes. ✓
- Any relevant answer linked to collect or receive the order as a step of the purchasing procedure.

Purchasing procedure (2)
Discussion (2)
Sub max (4)

Pay the supplier ✓✓

- Purchasing department instructs the financial department to pay the supplier after delivery of the order. ✓
- The supplier must provide copies of the requisition form to the purchasing department. ✓
- Purchasing department must provide a delivery note to the financial department. ✓
- The supplier sends the invoice to the financial department for final payment after satisfactory delivery. ✓
- Any relevant answer linked to paying the supplier as a step of the purchasing procedure.

Purchasing procedure (2)
Discussion (2)
Sub max (4)

Distribute the stock ✓✓

- The purchasing department should ensure proper distribution of stock/raw materials to all relevant departments. ✓
- Distribution of stock should be in line with pre-requisite orders from each department to avoid stock loss. ✓
- Any relevant answer linked to distribute the stock as a step of the purchasing procedure.

Purchasing procedure (2)
Discussion (2)
Sub max (4)

Complete the order ✓✓

- Ensure that all the correct documentation is in place and filed for future reference. ✓
- Any relevant answer linked to complete the order as a step of the purchasing procedure.

Purchasing procedure (2)
Discussion (2)
Sub max (4)

Max (12)

6.5 Impact of National Credit Act (NCA) on business operations**Positives/Advantages**

- Lower bad debts✓ resulting in better cash flow. ✓
- Protects business✓ against non-paying consumers. ✓
- Increases cash sales✓ as credit can only be granted to qualifying customers.✓
- Prevents reckless lending✓ by financial institutions. ✓
- Ensures that businesses settle their debts on time✓ so that they can obtain good credit scores. ✓
- Ensures that credit process is transparent ✓ e.g. both businesses and customers know their responsibilities. ✓
- Any relevant answer linked to the positives of the NCA.

AND/OR**Negatives/Disadvantages**

- Businesses are forced to budget ✓ to keep more cash/have enough cash on hand for stock purchases. ✓
- Businesses cannot take the risk✓ of selling poor quality goods at high prices.✓
- Businesses can no longer✓ carry out credit marketing. ✓
- Leads to loss of sales✓ as many businesses may no longer qualify to buy on credit. ✓
- Businesses can only buy limited stock✓ as credit is not available resulting loss of customers. ✓
- The Act complicates the purchasing process✓ due to too much administration work in the credit providing process. ✓
- The purchasing department must know the terms and conditions✓ of credit granting and the National Credit Act. ✓
- It may take longer to purchase goods✓ and this could influence the overall efficiency of the business. ✓
- The Act compels businesses to sell quality products✓ or businesses may be forced to reimburse the consumer. ✓
- Any relevant answer linked to the negatives of the NCA.

Max (12)**6.6 Conclusion**

- The business needs to have a sound understanding of the National Credit Act, as this can impact their business both positively and negatively.✓✓
- Any other relevant conclusion related to the purpose of the purchasing function, the difference between cash payment and credit payment, the purchasing procedure and the impact of the NCA on businesses.

Any (1 x 2) (2)

QUESTION 6: BREAKDOWN OF MARK ALLOCATION

DETAILS	MAXIMUM	TOTAL
Introduction	2	Max 32
Purpose of the purchasing function	10	
Differences between cash payment and credit payment	12	
Steps of the purchasing procedure	12	
Impact of the NCA on businesses	12	
Conclusion	2	
INSIGHT		
Layout	2	Max 8
Analysis/Interpretation	2	
Synthesis	2	
Originality/Examples	2	
TOTAL MARKS		40

LASO – For each component:

Allocate 2 marks if all requirements are met.

Allocate 1 mark if only some requirements are met.

Allocate 0 marks where requirements are not met at all

TOTAL SECTION C: 40
GRAND TOTAL 150