

HOërSKOOL JOHAN JURGENS
GRADE 12 BUSINESS STUDIES



TERM 1 CYCLE TEST

19 FEB 2026

TOTAL: 100 MARKS

TIME: 1.5 HOURS

EXAMINER: L. KRIEK

MODERATOR: K. POTGIETER

INSTRUCTIONS AND INFORMATION

Read the following instructions carefully before answering the questions:

1. This question paper consists of THREE sections:

SECTION A: COMPULSORY

SECTION B: Consists of THREE questions. Answer any TWO questions.

SECTION C: Consists of TWO questions. Answer ONE question.

2. Read the instructions for each question carefully and take note of what is required.
3. Number the answers correctly according to the numbering system used in this question paper – no marks will be awarded for answers that are numbered incorrectly.
4. Start each question on a NEW page.
5. Except where other instructions are given, answers must be in full sentences.
6. Write neatly and legibly!

SECTION A (COMPULSORY)

QUESTION 1

1.1 Various options are provided as possible answers to the following questions. Choose the correct answer and write ONLY the letter (A - D) next to the question number, for example 1.1.6 B

1.1.1 This Act makes it possible for consumers to access debt counselling:

- A Consumer Protection Act (CPA) (Act 68 of 2008)
- B Employment Equity Act (EEA) (Act 55 of 1998)
- C National Credit Act (Act 34 of 2005)
- D Labour Relations Act (LRA) (Act 66 of 1995)

1.1.2 Businesses may use ... as a source of internal recruitment to advertise available vacancies:

- A word of mouth
- B professional associations
- C employment agencies
- D networking

1.1.3 This Act regulates the implementation of affirmative action when businesses make new appointments:

- A Consumer Protection Act, 2008 (Act 68 of 2008)
- B Employment Equity Act, 1998 (Act 55 of 1998)
- C Broad-Based Black Economic Empowerment Act, 2003 (Act 53 of 2003)
- D Labour Relations Act, 1995 (Act 66 of 1995)

1.1.4 The process of an interview is to:

- A evaluate the skills and personal characteristics of the applicant
- B avoid asking discriminatory types of questions
- C prepare the venue for the interview
- D invite possible candidates to apply for the vacancy

1.1.5 Businesses are required to contribute to the ... fund as a compulsory fringe benefit:

- A pension
- B medical aid
- C provident
- D unemployment insurance

(5 x 2) (10)

1.2 Complete the following sentences by using the word(s) in the list below. Write ONLY the word(s) next to the question number, for example 1.2.6) ombudsman.

internship; equity; National Skills Development Strategy; placement; skills development levy; learnership; ethical behaviour; Human Resource Development Strategy; recruitment

- 1.2.1 Theoretical and practical training opportunities leading to a recognised qualification.
- 1.2.2 Addresses skills shortages in the South African workplace.
- 1.2.3 Lindsay Manufacturers contributes 1% of their payroll to SARS as a ... to train employees.
- 1.2.4 Fair and equal treatment in the workplace.
- 1.2.5 The process of matching a new employee's skills and abilities with the requirements of a job.

(5 x 2) (10)

TOTAL SECTION A: 20

SECTION B

Answer ANY TWO questions in this section.

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

QUESTION 2: BUSINESS ENVIRONMENTS

- 2.1 List any THREE consumer rights as stipulated in the Consumer Protection Act. (3)
- 2.2 Outline the role of SETA's. (4)
- 2.3 Identify the pillar of the Broad-Based Black Economic Empowerment Act: (4)
- 2.3.1 Mpho Auditors uses Themba Shuttle Services to transport their employees.
- 2.3.2 They have invited the Bakwena Community to buy shares in their company.
- 2.4 Read the scenario below and answer the questions that follow:

NICO HARDWARE STORE (NHS)

Nico Hardware Store is a very big hardware store in Johannesburg. The management of NHS provided the Commissioner with false information regarding serious accidents that took place in the business. They also bribed one of their employees not to report injuries sustained while performing his duties.

- 2.4.1 Quote ONE action that can be regarded as discriminatory according to the Act mentioned in the scenario. (1)
- 2.4.2 Explain ONE other action that can be regarded as discriminatory. (2)
- 2.5 Discuss TWO types of provisions of the Basic Conditions of Employment Act. (6)

[20]

QUESTION 3: BUSINESS OPERATIONS

3.1 State any THREE legal requirements of an employment contract. (3)

3.2 Read the scenario below and answer the questions that follow:

ELDWIN FURNISHERS (EF)

Eldwin Furnishers has a vacant position for a financial manager. EF advertised the vacancy through a recruitment agency, and they invited shortlisted candidates for an interview.

3.2.1 Identify the method of recruitment used by EF. Motivate your answer by quoting from the scenario. (3)

3.2.2 Discuss the impact of the method identified in Question 3.2.1. (6)

3.3 Differentiate between *piecemeal* and *time-related* salary determination methods. (4)

3.4 Outline the aspects that should be included in an induction programme. (4)

[20]

QUESTION 4

BUSINESS ENVIRONMENTS

4.1 Name FOUR consumer rights of the National Credit Act. (4)

4.2 Describe ways in which businesses can comply with the Employment Equity Act. (6)

BUSINESS OPERATIONS

4.3 Read the scenario below and answer the questions that follow:

SIPHO STATIONERS (SS)

Sipho Stationers advertised a vacancy for an accountant in a local newspaper. The advertisement stated that the prospective candidate should have a relevant accounting degree. One of the accountant's duties will be to draw up financial statements.

4.3.1 Identify TWO components of a job analysis from the scenario above. Motivate your answer by quoting from the scenario.

Use the table below as a GUIDE to answer Question 4.3.1.

(6)

COMPONENTS OF A JOB ANALYSIS	MOTIVATIONS
1.	
2.	

4.4 Explain the reasons for terminating an employment contract.

(4)

[20]

TOTAL SECTION B: 40

SECTION C

Answer ANY ONE question in this section.

QUESTION 5: BUSINESS ENVIRONMENT: LEGISLATION

The relationship between employers and employees is guided by the Labour Relations Act (LRA), 1995 (Act 66 of 1995). Businesses who do not comply with this Act may face penalties.

As a labour relations expert, provide a detailed report on the following aspects of the Labour Relations Act:

- Outline the rights of employers and employees according to the LRA.
- Discuss the purpose of the LRA.
- Evaluate the impact of this Act on businesses.
- Recommend ways in which businesses can comply with this Act.

[40]

QUESTION 6: BUSINESS OPERATIONS: HUMAN RESOURCES

Delta Manufacturers has a vacancy for a sales executive. The HR manager implemented the selection procedure after compiling a job analysis. Prospective candidates were invited for an interview. An employment contract was offered to the successful candidate.

Write an essay on the human resource function in which you discuss the following aspects:

- Outline the selection procedure as a Human Resource activity.
- Explain the role of the interviewer AND the interviewee *during* the interview.
- Advise the business on the aspects of an employment contract.
- Evaluate the impact of fringe benefits on Delta Manufacturers as a business.

[40]

TOTAL SECTION C: 40
GRAND TOTAL: 100