



**LIMPOPO**  
PROVINCIAL GOVERNMENT  
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF  
**EDUCATION**  
MOPANI WEST DISTRICT

**GRADE 12**

**BUSINESS STUDIES**

**PROJECT**

**AUGUST 2025**

Stanmorephysics.com

**DURATION: 60 MINUTES**

**MARKS: 50**

This paper consists of 7 pages including the cover page for learner script and the marking rubric.



## BUSINESS STUDIES

Grade: 12

Term 3

School: \_\_\_\_\_

Task: 05

PROJECT

Marks: 50

Issue Date: \_\_\_\_\_ Submission Date: \_\_\_\_\_

Surname of Learner: \_\_\_\_\_

Name of Learner: \_\_\_\_\_



TOPICS COVERED

BUSINESS VENTURES & BUSINESS ROLE

FINAL MARK

|    |
|----|
|    |
| 50 |

## INSTRUCTIONS TO LEARNERS

### NOTES TO THE TEACHER

1. The task should be completed by learners individually.
2. Explain the task clearly to learners before it is administered.
3. Administer the task under controlled conditions.
4. Adhere to the date and time on which the task has to be administered.

### INSTRUCTIONS TO LEARNERS

5. Complete this task to show your understanding of the following topics:
  - Human Rights, Inclusivity & Environmental Issues
  - Social responsibility.
  - Corporate Social Responsibility & Corporate Social Investment
  - Presentation and Data Response
6. Number your questions correctly.
7. Use the rubric to determine expectations and mark allocation for each criteria.

## QUESTION 1: SOCIAL RESPONSIBILITY

- 1.1. Identify socio economic issues from the statements given below:
- 1.1.1 Benja Superspar is in an area where 30% of the community is not economically active.
  - 1.1.2 Some people are unable to satisfy their basic needs, so BS decided to give 50 food parcels every month to families in need.
  - 1.1.3 Some employees take leave often to collect their Antiretroviral Treatment (ARV) from local clinics.
- (6)
- 1.2. Elaborate on the meaning of *social responsibility*. (4)
- 1.3. Explain ways in which businesses can contribute time and effort in improving the well-being of employees and communities. (4)
- (14)**

## QUESTION 2: HUMAN RIGHTS, INCLUSIVITY & ENVIRONMENTAL ISSUES

- 2.1 Read the scenario below and answer the questions that follow.

### PAPER BOYS (PB)

Paper Boys specialises in internet connection, typing and printing. The business employs more male employees than female employees. English is the only language of communication allowed in the workplace, even though some employees do not understand the language

- 2.1.1 Identify TWO diversity issues referred to in the scenario. Motivate your answer by quoting from the scenario above. (6)

Use the table below as a guide to answer QUESTION 2.1.1

| DIVERSITY ISSUES | MOTIVATIONS |
|------------------|-------------|
| 1.               |             |
| 2.               |             |

- 2.1.2 Suggest ways in which the management of PB could deal with ANY ONE of diversity issues identified in QUESTION 2.1.1. (4)
- 2.2 Discuss the benefits of diversity in the workplace. (4)
- (14)**



### QUESTION 3: CORPORATE SOCIAL RESPONSIBILITY & CORPORATE SOCIAL INVESTMENT

3.1 Name any THREE components of CSR. (3)

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

#### **MAZARS SHOE MANUFACTURER (MSM)**

Mazars Shoe Manufacturer is well known for manufacturing high-quality products. The management of MSM decided to invest their surplus funds in the community

3.2.1 Identify the corporate social investment (CSI) focus area in the scenario above. (2)

3.2.2 Discuss the impact of corporate social investment (CSI) on MSM as a business. (6)

(11)

### QUESTION 4: PRESENTATION AND DATA RESPONSE

4.1 Name any THREE examples of non-verbal presentations. (3)

4.2 Read the scenario below and answer the questions that follow.

#### **TRIO ENTERPRISE (TE)**

Zama, the marketing manager of Trio Enterprise, is preparing to present a business report to the stakeholders. He is fully conversant with the objectives of the presentation. Zama also created visual aids that will support and enhance his information.

4.2.1 Quote TWO factors Zama considered when preparing for his presentation in the scenario above. (2)

4.2.2 Advise Zama on factors that must be considered while presenting. (6)

(11)

[50]

Rubric to assess the grade 12 project

| ASSESSMENT CRITERIA                                                                                                          | Level 0                              | Level 1                                  | Level 2                                                                                                                                | Level 3                                                                   | Level 4                                                                                                                                  | Level 5                                                                   | Level 6                                                                         | Total |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------------|-------|
| 1.1 Identifying socio economic issues from given statements                                                                  | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S |                                          | ONE socio-economic issue was CORRECTLY identified from the given statements                                                            |                                                                           | TWO socio economic issues were CORRECTLY identified from the given statements                                                            |                                                                           | THREE socio economic issues were CORRECTLY identified from the given statements | 6     |
| 1.2 Meaning of social responsibility                                                                                         | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S |                                          | Just ONE CORRECT fact relating to the meaning of social responsibility were given                                                      |                                                                           | TWO CORRECT facts relating to the meaning of social responsibility were given                                                            |                                                                           |                                                                                 | 4     |
| 1.3 Explain ways in which businesses can contribute time and effort in improving the well-being of employees and communities | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S |                                          | Just ONE way in which businesses can contribute time and effort in improving the well-being of employees and communities was explained |                                                                           | TWO ways in which businesses can contribute time and effort in improving the well-being of employees and communities were explained      |                                                                           |                                                                                 | 4     |
| 2.1.1 Identifying diversity issues from the scenario and motivating the answer                                               | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S |                                          | ONE diversity issue CORRECTLY identified and INCORRECT motivations given                                                               | ONE diversity issue CORRECTLY identified and ONE CORRECT motivation given | TWO diversity issues CORRECTLY identified and INCORRECT motivations given                                                                | TWO diversity issue CORRECTLY identified and ONE CORRECT motivation given | TWO diversity issues CORRECTLY identified and TWO CORRECT motivations given     | 6     |
| 2.1.2 Ways in which the management of PB could deal with any ONE of diversity issues mentioned in QUESTION 2.1.1             | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S |                                          | ONE way in which the management of PB could deal with any ONE of diversity issues mentioned in QUESTION 2.1.1 was CORRECTLY suggested  |                                                                           | TWO ways in which the management of PB could deal with any ONE of diversity issues identified in QUESTION 2.1.1 were CORRECTLY suggested |                                                                           |                                                                                 | 4     |
| 2.3 The benefits of diversity in the workplace                                                                               | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S |                                          | ONE CORRECT benefit of diversity in the workplace was given                                                                            |                                                                           | TWO benefits of diversity in the workplace were CORRECTLY given                                                                          |                                                                           |                                                                                 | 4     |
| 3.1 Naming any THREE components of CSR                                                                                       | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S | ONE component of CSR was CORRECTLY named | TWO components of CSR were CORRECTLY named                                                                                             | THREE components of CSR were CORRECTLY named                              |                                                                                                                                          |                                                                           |                                                                                 | 3     |

|                                                                                                  |                                      |                                                                                           |                                                                                                   |                                                       |                                                                                                     |  |                                                                                                      |    |
|--------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------|----|
| 3.2.1<br>Identifying the corporate social investment (CSI) focus area in the scenario            | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S |                                                                                           | Corporate social investment (CSI) focus area was CORRECTLY identified from the scenario           |                                                       |                                                                                                     |  |                                                                                                      | 2  |
| 3.2.2<br>Discuss the impact of corporate social investment (CSI) on MSM as a business            | NO ATTEMPT/<br>INCORRECT<br>ANSWER/S |                                                                                           | ONE fact about the impact of corporate social investment (CSI) on MSM as a business was discussed |                                                       | TWO facts about the impact of corporate social investment (CSI) on MSM as a business were discussed |  | THREE facts about the impact of corporate social investment (CSI) on MSM as a business was discussed | 6  |
| 4.1<br>Naming any THREE examples of non-verbal presentations.                                    |                                      | ONE example of non-verbal presentations was named                                         | TWO examples of non-verbal presentations were named                                               | THREE examples of non-verbal presentations were named |                                                                                                     |  |                                                                                                      | 3  |
| 4.2.1<br>Quoting TWO Factors Zama considered when preparing for his presentation in the scenario |                                      | ONE factor Zama considered when preparing for his presentation was quoted in the scenario | TWO factors Zama considered when preparing for his presentation were quoted in the scenario       |                                                       |                                                                                                     |  |                                                                                                      | 2  |
| 4.2.2<br>Advise Zama on factors to be considered while presenting.                               |                                      |                                                                                           | ONE factor to be considered while presenting was explained                                        |                                                       | TWO factors to be considered while presenting were explained                                        |  | THREE factors to be considered while presenting were explained                                       | 6  |
| TOTAL:                                                                                           |                                      |                                                                                           |                                                                                                   |                                                       |                                                                                                     |  |                                                                                                      | 50 |





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**PROJECT MARKING GUIDELINE**

**AUGUST 2025**

**MARKS: 50**

**This marking guideline consists of 5 pages.**



## QUESTION 1

### 1.1 Socio economic issues from the statements

1.1.1 Unemployment✓✓

1.1.2 Poverty✓✓

1.1.3 HIV/AIDS✓✓

(6)

### 1.2 The meaning of social responsibility.

- It is an obligation✓ to work towards improving the welfare of society. ✓
- An ethical viewpoint that says every individual/organisation has an obligation✓ to benefit society as a whole. ✓
- The responsibility of every citizen individual/organisation✓ to contribute towards the well-being of the community and the environment in which they live. ✓
- Avoiding any actions✓ that could harm the environment and the society✓
- Acting in ways✓ that improve other people's quality of life ✓
- It is the duty of all businesses✓ to maintain a balance between the economy and the environment. ✓
- Any other relevant answer relating to the meaning of social responsibility

Max (4)

### 1.3 Ways in which businesses can contribute time and effort in improving the well-being of employees.

- Freedom from forced labour. ✓
- A business should pay fair wages/salaries to the workers✓ based on the nature of their work/ the prevailing economic conditions in the market.✓
- Pay fair bonuses, based on business earnings✓, as acknowledgement for hard work and commitment.✓
- Offer financial assistance in the case of any hardship✓ caused by unexpected medical costs.✓
- Working conditions should include safety/medical/canteen facilities benefits✓ like housing/leave/retirement✓, etc.
- A business could offer annual physical/medical assessments✓ to workers.✓
- Make trauma debriefing/counselling/assistance available✓ to any employee who requires these services.✓
- Offer support programmes✓ for employees infected and affected by HIV/Aids.✓
- Start a nutritional programme✓ so that employees can enjoy one meal per day to keep them in a healthy condition.✓
- Encourage employees to stay fit and healthy✓ by getting them involved in health activities to minimise stress/substance abuse/obesity.✓
- Provide recreational facilities✓ for employees.✓
- Provide for employees' participation in decision-making✓ that affects them.✓
- Allow flexible working hours✓ to enhance productivity.✓
- Make childcare facilities available on the premises✓ for working mothers in the business.✓
- Give time to staff✓ to get involved in projects they choose✓/Allow staff to use

- some of the working hours✓ to participate in the projects of their choice.✓
- A business can provide transport for employees✓ who work unusually long hours.✓
- Establish coaching and mentoring programmes✓ for junior employees.✓
- Conduct team-building sessions✓ to improve employees' morale.✓
- Encourage employees ✓ to attend capacity-building workshops/training programmes/staff-development programmes/team-development programmes.✓
- Any other relevant answer related to ways in which businesses could contribute time and effort to improve the well-being of their employees.

**Max (4)**  
**[14]**

## QUESTION 2

### 2.1 Diversity issues in the workplace

#### 2.1.1 Diversity issues in the workplace from the scenario

| DIVERSITY ISSUE | MOTIVATION                                                            |
|-----------------|-----------------------------------------------------------------------|
| 1. Gender✓✓     | The business employs more male employees than female employees. ✓     |
| 2. Language✓✓   | English is the only medium of communication allowed in the workplace✓ |
| Submax (4)      | Submax (2)                                                            |

- NOTE:1. Mark the first TWO (2) only.**
- 2. The answer does not have to be in tabular format.**
- 3. Award marks for the triple bottom line elements even if quotes were incomplete.**
- 4. Do not award marks for the motivations if the triple bottom line elements were incorrectly identified.**

**Max (6)**

#### 2.1.2 Ways in which the management of PB could deal with diversity issues mentioned in QUESTION 2.1.1.

##### Gender

- Males and females should be offered equal employment opportunities.✓✓
- PB's directors should promote both men and women in managerial positions.✓✓
- Women should be employed to comply with EEA.✓✓
- Targets may be set for gender equity in the business.✓✓
- New appointments should be based on skills and ability.✓✓
- Introduce affirmative action by ensuring that male/female employees are remunerated fairly/equally.✓✓
- Any other relevant answer related to ways in which PB could deal with gender as a diversity issue in the workplace.

Submax (2)



### Language

- PB may specify that all communications must be in one specific language only and would expect employees to have a certain level of fluency in that language.✓✓
- Provide training in the official language of the business.✓✓
- It may sometimes be necessary to employ an interpreter so that everyone can fully understand what is being said in a meeting.✓✓
- All business contracts should be in easy-to-understand language and should be available in the language of choice for the relevant parties signing.✓✓
- No worker should feel excluded in meetings conducted in one language only.✓✓
- Any other relevant answer related to ways in which PB could deal with language as a diversity issue in the workplace.

Submax (2)

**Max (4)**

## 2.2 Benefits of diversity in the workplace

- Workforce diversity improves the ability of a business✓ to solve problems/innovate/cultivate diverse markets.✓
- Employees value each other's diversity✓ and learn to connect/communicate across lines of difference.✓
- Diversity in the workforce✓ improves morale/motivation.✓
- Employees demonstrate greater loyalty to the business✓ because they feel respected/accepted/understood.✓
- Diversified workforce can give businesses a competitive advantage✓, as they can render better services.✓
- Being respectful of differences/demonstrating diversity✓ makes good business sense/improves profitability.✓
- Diverse businesses ensure that its policies/practices empower every employee✓ to perform at his/her full potential.✓
- Stakeholders increasingly evaluate businesses✓ on how they manage diversity in the workplace.✓
- Employees from different backgrounds ✓can bring different perspectives to the business.✓
- A diversified workforce stimulates debate ✓on new/improved ways of getting things done.✓
- Employees represent various groups✓ and are therefore better able to recognise customer needs and satisfy consumers.✓
- Businesses with a diverse workforce are more likely to have a good public image✓ and attract more customers.✓
- Any other relevant answer related to the benefits of diversity in the workplace.

**Max (4)**

**[14]**

### QUESTION 3

#### 3.1 Components of CSR

- Environment✓
- Health and safety✓
- Corporate governance✓
- Business ethics ✓
- Employment Equity✓
- Ethical Corporate social ✓
- investment✓
- Supply chain✓
- Customers✓
- Community✓

**NOTE: 1. Mark the first THREE (3) only.**

**(3 x 1) (3)**

#### 3. Corporate social investment/CSI

##### 3.2.1 CSI focus area in the scenario

- Community✓

**NOTE: 1. Only award marks for CSI focus area that is identified from the scenario.**

##### 3.2.2 The impact of corporate social investment (CSI) on MSM as a business.

###### **Positives/ Advantages**

- MSM may attract experienced employees/increase the pool of skilled labour ✓ which could increase productivity. ✓
- Positive/Improved image ✓ as the business looks after employees/conducts itself in a responsible way. ✓
- A business may have a competitive advantage ✓, resulting in good publicity/an improved reputation. ✓
- Promotes customer loyalty ✓ resulting in more sales. ✓
- CSI projects may be used as a marketing strategy ✓ to promote their products. ✓
- MSM may enjoy the goodwill/support ✓ of communities. ✓
- CSI projects promote teamwork ✓ within businesses. ✓
- CSI helps to attract investors ✓ because of increased profits/income. ✓
- Gives businesses tax advantages ✓ such as tax reduction/rebates. ✓
- The government is less likely to enforce issues through legislation ✓ to businesses that voluntarily participate in CSI projects. ✓
- Employees feel as if they are making a difference ✓ in working for the business. ✓
- It helps to retain staff/lower staff turnover ✓ as employees' health and safety are considered. ✓
- Improves the health of its employees ✓ through focused CSI projects. ✓
- Any other relevant answer related to the positive impact/advantages of CSI on MSM/a business.

**AND/OR**



### Negatives/Disadvantages

- It is difficult to accurately measure ✓ the effectiveness of social investment. ✓
- Most managers are not trained/lack experience ✓ to handle social programmes. ✓
- MSM may find it difficult to adhere to legislation ✓ governing CSI. ✓
- Detailed reports must be drawn up ✓, which can be time consuming. ✓
- Employees may spend more time working on CSI projects ✓ instead of focusing on their core duties. ✓
- CSI activities distract business focus ✓ from its core business functions. ✓
- Shareholders may receive less dividends ✓, as some profits are spent on CSI. ✓
- A business/MSM may not be supported/Customers ✓ may not buy their products/services resulting in a decrease in sales. ✓
- Small and medium enterprises find it difficult ✓ to implement CSI programmes. ✓
- Social spending reduces business/economic efficiency ✓ which makes it less competitive. ✓
- Social involvement is funded from business profits ✓ which could have been used to the benefit of customers/reduce prices. ✓
- It can increase the financial risk ✓, as CSI projects cost money/may impact negatively on profits. ✓
- It is not easy to determine the exact needs of the communities ✓, which may result in fruitless expenditure on CSI. ✓
- Some businesses do not see the need for CSI projects as they feel that they are socially responsible by satisfying the needs of customers.
- Some shareholders/stakeholders might withdraw their support from the business ✓ as they feel that social issues should be the government's responsibility. ✓
- Any other relevant answer related to the negative impact/disadvantages of CSI on MSM/a business.

**Max (6)**  
**[11]**

### QUESTION 4

#### 4.1 Examples of non-verbal presentations.

- Tables ✓
- Graphs ✓
- Diagrams ✓
- Illustrations ✓
- Written business report ✓
- Flip charts ✓

**NOTE: 1. Mark the first THREE (3) only.**

**(3 x 1) (3)**

#### 4.2 Factors to be considered before and during preparing presentation

##### 4.2.1 Factors that Zama considered when preparing for his presentation in the scenario

- He is fully conversant with the objectives of the presentation. ✓

- Zama also created visual aids that will support and enhance his information. ✓
- NOTE: 1. Mark the first TWO (2) only.**
- 2. Only award marks for responses that are quoted from the scenario. (2 x 1) (2)**

#### 4.2.2 Factors to be considered while presenting.

- Establish credibility by introducing yourself as the presenter at the start. ✓✓
- Mention/Show the most important information first. ✓✓
- Make the purpose/main points of the presentation clear at the start of the presentation. ✓✓
- Use suitable section titles/headings/sub-headings/bullets. ✓✓
- Summarise the main points of the presentation to conclude the presentation. ✓✓
- Stand in a good position/upright, where the audience can clearly see the presenter/presentation. ✓✓
- Refrain from hiding behind equipment. ✓✓
- Capture listeners' attention/Involve the audience with a variety of methods.
- Maintain eye contact with the audience. ✓✓
- Be audible to all listeners/audience. ✓✓
- Vary the tone of voice/tempo within certain sections to prevent monotony. ✓✓
- Make the presentation interesting with visual aids. ✓✓
- Any other correct answer relating to factors to be considered while presenting

**Max (6)**  
**[11]**

**TOTAL [50]**