Government of **Western Australia**
School Curriculum and Standards Authority

ATAR course examination, 2019

Question/Answer booklet

CAREER AND ENTERPRISE

Please place your student identification label in this box

WA student number: In figures

In words _____

_____

Time allowed for this paper

Reading time before commencing work: ten minutes
Working time: three hours

Materials required/recommended for this paper

To be provided by the supervisor
This Question/Answer booklet

Number of additional answer booklets used (if applicable): ☐

To be provided by the candidate
Standard items: pens (blue/black preferred), pencils (including coloured), sharpener, correction fluid/tape, eraser, ruler, highlighters

Special items: nil

Important note to candidates

No other items may be taken into the examination room. It is **your** responsibility to ensure that you do not have any unauthorised material. If you have any unauthorised material with you, hand it to the supervisor **before** reading any further.

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Structure of this paper

Section	Number of questions available	Number of questions to be answered	Suggested working time (minutes)	Marks available	Percentage of examination
Section One Short answer	6	6	100	94	60
Section Two Extended answer	3	2	80	60	40
				Total	100

Instructions to candidates

1. The rules for the conduct of the Western Australian external examinations are detailed in the *Year 12 Information Handbook 2019*. Sitting this examination implies that you agree to abide by these rules.

2. Write your answers in this Question/Answer booklet.

3. Answer the questions according to the following instructions.

   Section One: Answer all questions.

   Section Two: Answer two questions from a choice of three.

4. You must be careful to confine your answers to the specific questions asked and to follow any instructions that are specific to a particular question.

5. Supplementary pages for planning/continuing your answers to questions are provided at the end of this Question/Answer booklet. If you use these pages to continue an answer, indicate at the original answer where the answer is continued, i.e. give the page number.

Section One: Short answer **60% (94 Marks)**

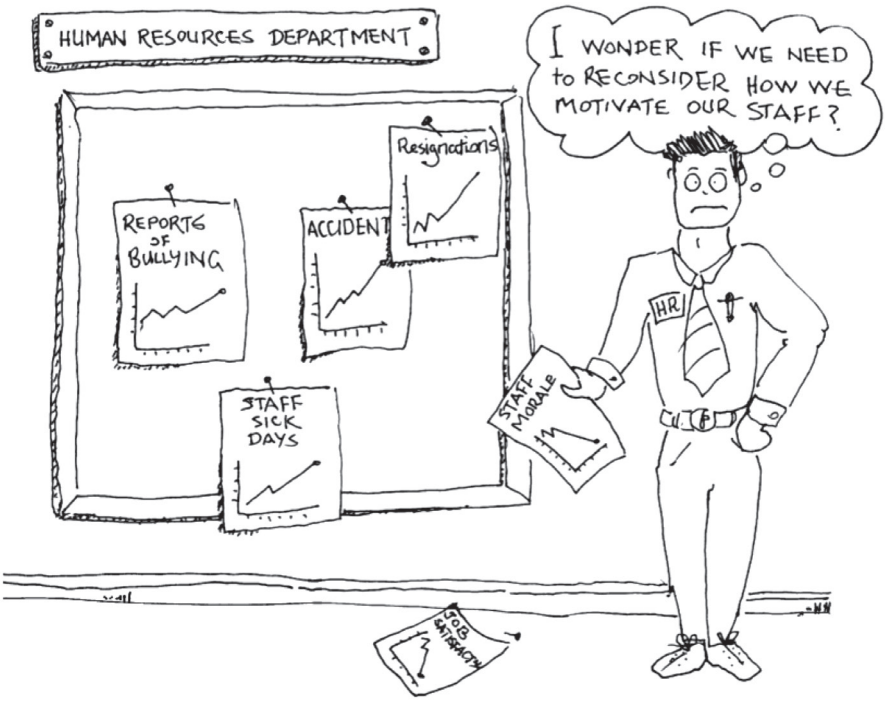
This section has **six** questions. Answer **all** questions. Write your answers in the spaces provided.

Supplementary pages for planning/continuing your answers to questions are provided at the end of this Question/Answer booklet. If you use these pages to continue an answer, indicate at the original answer where the answer is continued, i.e. give the page number.

Suggested working time: 100 minutes.

Question 1 **(13 marks)**

Consider the cartoon shown below.



(a) Describe the message portrayed in the cartoon about the effects that poor monitoring of workplace performance can have on an organisation. Refer to examples from the cartoon in your response. (3 marks)

(b) Describe the following methods used in monitoring and improving workplace performance:
- self-assessment
- quality control. (4 marks)

Self-assessment

Quality control

(c) Explain the following processes used in workplace performance management:
- rating scales
- management by objectives. (6 marks)

Rating scales

Management by objectives

Question 2 **(21 marks)**

(a) Explain how change in the workplace can be influenced by changes in the following factors:

- **two** global and domestic economic changes
- **one** political/legal change
- **one** social change. (12 marks)

Global and domestic economic changes

One: _____

_____

_____

_____

_____

_____

Two: _____

_____

_____

_____

_____

_____

Political/legal change

_____

_____

_____

_____

_____

_____

Social change

(b) Select **three** of the changes you referred to in part (a) and explain how each of these could create opportunities for an individual's career development. (9 marks)

One:

Two:

Three:

Question 3 **(12 marks)**

When asked to classify learning experiences as personal and/or professional by ticking the appropriate box in the table below, a student made the following selections:

	Personal learning	**Professional learning**	**Both**
Graduate programs		✓	
Travel	✓		
Employer initiatives		✓	

(a) Explain why the student was correct in all three selections made. (9 marks)

Graduate programs

Travel

Employer initiatives

The table below shows the participation rates (percentages) of employees of a large organisation who were engaged in learning over the last year, according to age.

Participation rates (percentages) of employees engaged in learning		
Age group	**Professional learning (%)**	**Personal learning (%)**
15–24	28.4	12.1
25–34	36.3	7.8
35–44	32.7	7.3
45–54	24.2	8.2
55–64	18.7	9.9
65–74	4.9	9.4

(b) Explain the pattern in the participation rates (percentages) of professional learning in the table, with reference to the importance of professional learning in the management of long-term career development. (3 marks)

Question 4 **(16 marks)**

(a) Complete the tables below by stating **two** opportunities and **two** challenges created by globalisation for **each** of the following:

- individuals
- organisations. (8 marks)

Opportunities	
Individuals	**Organisations**

Challenges	
Individuals	**Organisations**

(b) Discuss the possible impact of the following predicted global trends in employment on individual career planning:

- decrease in job security
- increase in working virtually. (8 marks)

Decrease in job security

Increase in working virtually

Question 5 **(20 marks)**

(a) Explain **two** unethical work practices that have been associated with global businesses. (6 marks)

One: _____

_____

_____

_____

_____

_____

Two: _____

_____

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_____

_____

_____

(b) Discuss the following issues associated with global businesses:
- fair trade
- environmental compliance. (8 marks)

Fair trade

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

Environmental compliance

(c) Explain **two** factors to consider in choosing to work overseas. (6 marks)

One:

Two:

Question 6 **(12 marks)**

(a) Describe **three** ways in which research and product development assist businesses to remain competitive in the global economy. (6 marks)

One: _____

_____

_____

_____

Two: _____

_____

_____

_____

Three: _____

_____

_____

_____

(b) Explain how sustainability and efficiency can assist businesses to become more globally competitive. (6 marks)

_____

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End of Section One

Section Two: Extended answer **40% (60 Marks)**

This section contains **three** questions. You must answer **two** questions.

Indicate the **two** questions you will answer by ticking the box next to the question.

Write your answers on the lined pages that follow Question 9.

Supplementary pages for planning/continuing your answers to questions are provided at the end of this Question/Answer booklet. If you use these pages to continue an answer, indicate at the original answer where the answer is continued, i.e. give the page number.

Suggested working time: 80 minutes.

☐ **Question 7** **(30 marks)**

(a) Discuss the concept of corporate and social responsibility (CSR), with detailed reference to a workplace you have studied. (10 marks)

(b) Analyse the positive and negative impacts of CSR for employees and communities. Use examples to support your answer. (10 marks)

(c) Explain what is meant by a culture of continuous improvement and how this contributes to a business being competitive in the global marketplace. Use examples to support your answer. (10 marks)

☐ **Question 8** **(30 marks)**

(a) Discuss the life and career development stages of Super's Lifespan (Developmental) Theory (1957). (12 marks)

(b) Describe the main features of the Planned Happenstance Theory, based on Mitchell (2003). (8 marks)

(c) Analyse the relevance of a traditional and a contemporary career development theory for a young person planning their career pathway. Use examples to support your answer. (10 marks)

☐ **Question 9** **(30 marks)**

(a) Discuss the importance of considering both the open job market and the hidden job market when locating job opportunities. Use examples to support your answer. (10 marks)

(b) Analyse the interrelationship between self-understanding, personal attributes and self-marketing, using an example to support your answer. (10 marks)

(c) Discuss the importance of upskilling and retraining in managing changes in personal employment circumstances. Use examples to support your answer. (10 marks)

End of questions

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Supplementary page

Question number: _____

Supplementary page

Question number: _____

Supplementary page

Question number: _____

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Question number: _____

ACKNOWLEDGEMENTS

Question 1(a) Human Resources Department cartoon courtesy of examining panel.

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