



Western Australian Certificate of Education Examination, 2014

Question/Answer Booklet

CAREER AND ENTERPRISE Stage 3

Please place your student identification label in this box

Student Number: In figures

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In words

Time allowed for this paper

Reading time before commencing work: ten minutes
Working time for paper: 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 notes or other items of a non-personal nature in the examination room. If you have any unauthorised material with you, hand it to the supervisor **before** reading any further.

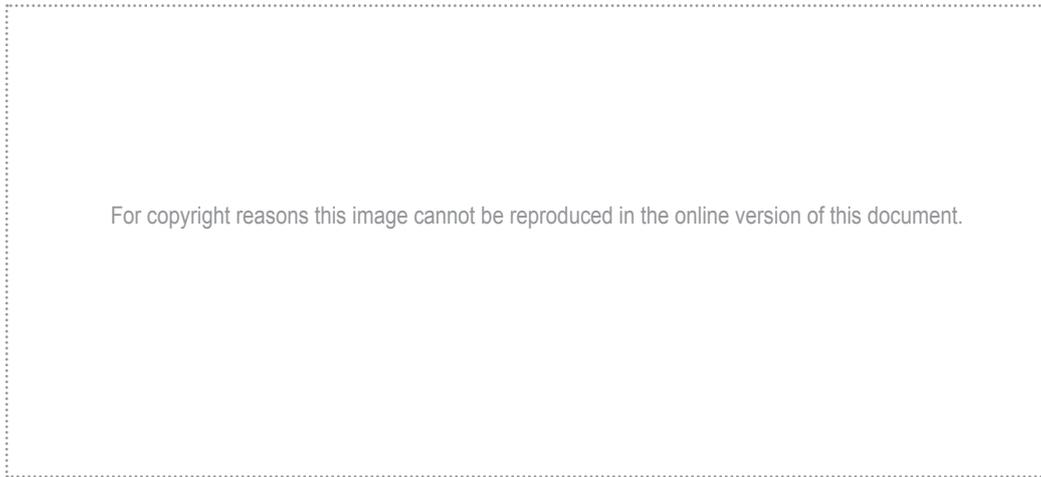
Structure of this paper

Section	Number of questions available	Number of questions to be answered	Suggested working time (minutes)	Marks available	Percentage of exam
Section One: Short answer	6	6	100	85	60
Section Two: Extended answer	3	2	80	60	40
				Total	100

Instructions to candidates

- The rules for the conduct of Western Australian external examinations are detailed in the *Year 12 Information Handbook 2014*. Sitting this examination implies that you agree to abide by these rules.
- Write your answers in this Question/Answer Booklet.
- You must be careful to confine your responses to the specific questions asked and to follow any instructions that are specific to a particular question.
- Spare pages are included at the end of this booklet. They can be used for planning your responses and/or as additional space if required to continue an answer.
 - Planning: If you use the spare pages for planning, indicate this clearly at the top of the page.
 - Continuing an answer: If you need to use the space to continue an answer, indicate in the original answer space where the answer is continued, i.e. give the page number. Fill in the number of the question that you are continuing to answer at the top of the page.

- (c) The cartoon below portrays the effect of management cancelling a coffee break on productivity in the workplace. Discuss what message the cartoonist is seeking to convey. (3 marks)



Question 4 (continued)

- (c) Describe how the *Cognitive Approach to Career Development and Services Framework* can be used in planning your career. (3 marks)

Answer Question 8 or Question 9**Question 8****(30 marks)**

On 5 December 2013, Qantas announced that it planned to cut at least 1000 jobs over the next year after reporting an unexpected pre-tax loss of up to \$300m in the second half of 2013.

- (a) Explain how this organisational restructuring could have an impact on the human and physical resources of the company. (10 marks)
- (b) Explore how Qantas could further develop an innovative workplace to respond to global pressures. (10 marks)
- (c) Discuss how this proposed change would create opportunities and pose challenges for the individual career development of redundant Qantas employees. (10 marks)

or

Question 9**(30 marks)**

- (a) Your manager proclaims proudly that his organisation has a structure that is autocratic. He attributes the longevity of the business to this style of management and states that there is 'no reason to change this focus in the foreseeable future'.

List **four** characteristics of an autocratic management style. Explain briefly **one** way in which an autocratic management style could impact on the efficiency, productivity and sustainability of an organisation. (10 marks)

- (b) In a discussion with a friend after work one day a fellow employee commented on the management style within their organisation stating it was of a participative nature.

Choose **two** skills or talents a manager with a participative management style values most in their employees and explain how they could be demonstrated in a workplace. Explain briefly **two** strategies you could use to improve your ability in these areas if you were working in this type of organisation. (10 marks)

- (c) Your line manager has informed you that your position is being relocated to another city in Australia and that this change is to be completed within six weeks.

Describe briefly **two** career management strategies that would assist you in dealing with the change. Explain how these strategies would help you in making the transition to another city. (10 marks)

End of questions

ACKNOWLEDGEMENTS

Section One

- Question 2(c)** Baldwin, M. (n.d.). *The plan to increase productivity by cancelling coffee breaks flopped* [Cartoon]. (CartoonStock catalog ref: mban219). © Mike Baldwin/Cornered. Retrieved March 25, 2014, from www.cartoonstock.com/cartoonview.asp?catref=mban219

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