90844





Tick this box if there is no writing in this booklet

Level 2 Business Studies 2020

90844 Demonstrate understanding of how a large business responds to external factors

9.30 a.m. Friday 4 December 2020 Credits: Four

Achievement	Achievement with Merit	Achievement with Excellence
Demonstrate understanding of how a large business responds to external factors.	Demonstrate in-depth understanding of how a large business responds to external factors.	Demonstrate comprehensive understanding of how a large business responds to external factors.

Check that the National Student Number (NSN) on your admission slip is the same as the number at the top of this page.

You should attempt ALL parts of the task in this booklet.

If you need more room for any answer, use the extra space provided at the back of this booklet.

Check that this booklet has pages 2–11 in the correct order and that none of these pages is blank.

YOU MUST HAND THIS BOOKLET TO THE SUPERVISOR AT THE END OF THE EXAMINATION.

TOTAL

TASK

This task has four parts, (a) to (d). Use the background information below, the supplementary information in the other boxes, and your business knowledge to complete this task. You may integrate any relevant Māori business concepts into your answers.

You should read the resource information in ALL of the boxes before beginning the task.

Waikato Hauora is a large well-being clinic located in Hamilton that provides a range of health services, including physiotherapy, nutrition advice, and mental health services. There are more than 30 full-time health care employees on site, with opening hours of 7am to 7pm, six days a week. The majority of employees are aged over 40, but there are several health science university graduates who are employed using a 90-day trial period contract.

DEFINITIONS

Tikanga: Values, rules, priorities, and ways of doing business

A set of values that sets the business apart from other businesses, particularly businesses that operate solely to produce a profit for the owners / shareholders.

Whanaungatanga: An ethic of belonging, kinship

This principle acknowledges the importance of networks and relationships and, therefore, of developing, managing, and sustaining relationships. It involves caring for, and working harmoniously with, others to achieve common goals.

Waikato Hauora is well known in the Hamilton area for being supportive of university students who have finished their relevant degrees and are looking for their first jobs in the industry.

Taking university graduates for a fixed term (90 days) is an important part of *Waikato Hauora*'s tikanga, and in particular whanaungatanga. The owners believe it is *Waikato Hauora*'s responsibility to look after young people coming into the profession, so they can gain clinical experience and develop strong values and principles before moving into full-time employment.

You may choose EITHER *Waikato Hauora* OR a large business (more than 20 employees and/or with a national or regional significance) that you have studied in depth.

experience wou	fully explain, with TWO reasons, why employing graduates or employees with little experience would be an expectation that society has for the business.				

me clar for to o	wikato Hauora provides the graduates with short-term employment contracts that the requirements of the Employment Relations Act 2000. Specifically, there are uses that include a payment rate 20% above the minimum wage, and employment a 90-day trial period. At the end of the contract, most of the graduates are released other clinics and into regular employment, but some (about one in every five) are tered a full-time permanent position at Waikato Hauora.
	e government has made some policy changes to the Employment Relations Act.
	uora's ability to practise its tikanga.
	rces: https://www.business.govt.nz/news/2019-law-changes s://www.mbie.govt.nz/about/news/minimum-wage-to-rise-to-18-90-per-hour
	may choose EITHER <i>Waikato Hauora</i> OR a large business (more than 20 employees and/or a national or regional significance) that you have studied in depth.
For y	our response to part (b), select (✔) ONE of the following topics:
	The increase in the minimum wage from \$17.70 to \$18.90 per hour.
	The restriction on use of the 90-day trial period to businesses with fewer than 20 employees.
(b)	Discuss TWO solutions the business could implement to address either the increased minimum wage OR the change regarding the 90-day trial period, so that the business can continue to hire graduates or employees with little experience.
	In your answer:
	 explain how the change to the minimum wage OR the 90-day trial period impacts on the ability of the business to hire graduates or employees with little experience
	 given the impacts you have identified, fully explain TWO solutions the business could implement to ensure it continues to hire graduates and/or employees with little experience
	 justify, with TWO reasons, why one solution would be better than the other for the business for hiring graduates and/or employees with little experience.

DEFINITION

ASSESSOR'S USE ONLY

A **demographic** is a particular sub-group of the total population relating to characteristics such as age, ethnicity, or gender.

It has become clear to the staff at *Waikato Hauora* that a new demographic – young people aged 16 to 24 years – are using their services more than in previous years. In recent market research that *Waikato Hauora* staff have carried out with their customers, these young people indicated that increasing social media content has helped raise awareness of the need to seek help for physical and mental health issues.

You may choose EITHER *Waikato Hauora* OR a large business (more than 20 employees and/or with a national or regional significance) that you have studied in depth.

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Businesses must operate ethically to ensure they maintain the trust of their stakeholders.

Ethics are moral principles that govern the behaviour of a business or how it conducts an activity.

For part (d), you must use a large business (more than 20 employees, and/or having a national or regional significance) that you have studied in depth.

Nam	ne of large business:
	ds and/or services rided:
(d)	Discuss TWO responses the business could make to ensure its business practices are ethical. In your answer: • provide an example of how the business might act unethically, and explain a likely consequence for the business if it is seen to be unethical • fully explain TWO responses the business could make to ensure it acts ethically when dealing with your example • justify, with reasons, which response is likely to be more effective in ensuring that the business is behaving in an ethical manner.

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