higher education & training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

MARKING GUIDELINE

NATIONAL CERTIFICATE

INDUSTRIAL ORIENTATION N3

1 April 2021

This marking guideline consists of 6 pages.

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QUESTION 1

1.1 D
1.2 B
1.3 C
1.4 A
1.5 E
1.6 G
1.7 H
1.8 F
1.9 I
1.10 K (10 × 1) **[10]**

QUESTION 2

2.1
- Men
- Money
- Materials
- Methods
- Markets (5)

2.2

PEOPLE-CENTRED LEADER	TASK-CENTRED LEADER
• Described as too democratic • The essence of this leader's style is sensitivity to subordinates as persons • Not consistently related to productivity • There is no assurance that the group productivity can be increased by the leader • Tends to enhance employee satisfaction • Tends to enhance group cohesiveness	• Described as too autocratic • The essence of this leader's style is overriding concern with the task itself • Often, associated with productivity • The group's productivity is none of his primary concern • Tends to depress satisfaction • Tends to depress cohesiveness

(Any 5 × 2) (10)

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2.3
- They focus on protecting consumers concerning health, safety and quality of life.
- Its vision is to enhance the health and safety of consumers and workers.
- They minimise damage to the environment by eliminating unwanted defective products.
- They administer compulsory standards for products in the health and safety domain and other equipment in the automotive industry.
- They provide testing and certification services for businesses that comply with stipulated regulations.
- They provide training for businesses and companies that shows no sign of improvement in terms of compliance. (Any 5 × 1) (5)

2.4
- Iscor
- Scaw Metals
- Cape Gate
- Columbus Stainless Steel
- Highveld Steel
- Vanadium and Cisco
- Arcelor Mittal
- Macsteel
- Africa steel (Any 5 × 1) (5)

[25]

QUESTION 3

3.1 True
3.2 True
3.3 True
3.4 True
3.5 True
3.6 True
3.7 True
3.8 True
3.9 False
3.10 True

(10 × 1) **[10]**

QUESTION 4

4.1
- There will be fewer accidents reported in the workplace.
- Production levels will rise as workers will feel safe.
- Company turn-over will increase as expected.
- Grievances reported by workers will be low.
- Workers will not consider resigning as they feel safe at work.
- Companies will save more money as there will be less money paid out to workers due to injuries sustained at work.
- If that company operates under a license that compels it to adhere to certain levels of safety, that license will be renewed as the company would be adhering as expected.
- The company will attract many potential clients, and everyone would wish to work for that company.
- Workers will be satisfied with their jobs and therefore try to enhance their skills to do better.
- As the atmosphere improves, so will the relationships and work performance. (Any 7 × 1) (7)

4.2.1 Total number of specific items that are purchased✓ at a specific time at a given price within a specific time.✓

4.2.2 The ability of economic goods and services✓ to satisfy human needs and wants.✓

4.2.3 Total number of specific items that are offered for sale✓ at a specific time at a given price within a specific period✓

4.2.4 The price that the seller is prepared to accept for a product or service which,✓ at the same time, a buyer is prepared to pay for that product.✓ (4 × 2) (8)

4.3
- Setting standards
- Measurement
- Comparison
- Analysis
- Evaluation
- Corrective action (Any 5 × 1) (5)

[20]

QUESTION 5

5.1 5.1.1 When workers present him/her with a challenge, which the supervisor may not have encountered before, he/she will study the challenge and come up with the best possible solution that will benefit all.

5.1.2 When he/she needs to resolve issues, he/she does so in a way that avoids cutting corners or backstabbing and double crossing anyone.

5.1.3 When a supervisor does not abuse any of the company products to benefit him/her and does not go against company policies at all.

5.1.4 When an extremely sensitive decision must be made by the supervisor, and he/she does so in a way that does not show any favouritism at all.

5.1.5 When critical challenges are experienced by workers in the workplace, he/she steps in and guides the workers through the challenge.

(5 × 1) (5)

5.2
- Abdicative style
- Directive style
- Participative style
- Task-centred style
- Group-centred style

(5)

5.3

PUBLIC COMPANY (LTD)	PRIVATE COMPANY (PTY)
It has got at least 7 shareholders	It has at least 1 shareholder, but there may not be more than 50.
The shareholders can only lose their shares if something goes wrong, so their personal property is safe.	These shares are not freely transferable and are not sold to the public.
They resort under the Companies Act and are usually companies with large-scale production.	They do not hold annual meetings.
Shareholders are only responsible for the outstanding monies of the shares they have purchased and not yet paid.	Directors do not have to issue written acceptance as appointment as directors.
The company name must include the words 'Company Limited'.	The company name must include the words 'Company Limited'.

(6 × 2)

OR

PERSONAL LIABILITY COMPANY (INCORPORATED)	NON- PROFIT COMPANY
Private company trading for profit.	It has at least 3 incorporators and 3 directors.
Used by professional associations i.e., attorneys, engineers and stockbrokers.	Can be registered without any members.
Directors are jointly and severally liable with the company for all contractual debts.	Incorporated for public benefit or cultural or social activities, or communal or group interest.
The company name must include the word 'Incorporated'.	

(6 × 2)

OR

STATE - OWNED COMPANY
Entity which is a juristic person under the ownership control of the national executive.
Financial and operational authority has been assigned to carry on a business activity as its principal business.
Fully or substantially financed from sources other than the National Revenue Fund or by way of tax, levy or other statutory money.
Legal entities created and governed by the government to undertake commercial activities on its behalf.

(6 × 2) (12)

5.4
- One of the partners may request it to be dissolved
- A pending court order may force it to end
- When the partnership is sequestered
- One of the partners resigns
- When one of the partners dies
- When the specified time of the partnership expires (6)

5.5
- Remember that an accident is the result of a series of preceding events
- Teach your workers to act safely
- Study the causes of accidents
- Teach workers to be aware of changing conditions
- Pay attention to employee problems
- Take care not to create a dangerous situation by removing another
- Think in advance – the old saying 'look before you leap', has a safety meaning
- Do not neglect safety equipment
- Always be alert
- Do not rush your work
- Wear the appropriate safety gear
- Follow instructions
- Insist upon proper training
- Pay attention to and follow emergency drills (Any 7 × 1) (7)

[35]

TOTAL: 100

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