



SUBJECT	BUSINESS STUDIES	POST-TEST SESSION NO	1	DATE	1 MARCH 2025
TOPIC	LEGISLATIONS APPLICABLE TO HUMAN RESOURCE FUNCTION	TIME	15 MIN	MARKS	20
GRADE	12	SURNAME		NAME	

INSTRUCTIONS:	1. Answer ALL the questions on the TEST SHEET provided. 2. There is only ONE correct answer for each question. 3. Read the instructions/questions carefully. 4. Various options are provided as possible answers to the following questions. Choose the correct answer and CIRCLE the appropriate LETTER (A–D).
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1. **DT Bookkeepers implements the ... to promote affirmative action in the workplace.**
 - A. Employment Equity Act
 - B. Basic Conditions of Employment Act
 - C. Skills Development Act
 - D. Labour Relations Act
2. **One way Retha Retailers can comply with the Employment Equity Act is to...**
 - A. compensating workers differently for work of the same value.
 - B. refuse to employ a person because of strong cultural beliefs.
 - C. pay employees equally for work of equal value.
 - D. treat workers unfairly based on discrimination.
3. **Lishe is entitled to 6 weeks paid ... leave within a period of 36 months according to the Basic Conditions of Employment Act.**
 - A. annually
 - B. family responsibilities
 - C. maternity
 - D. sick
4. **The ... has an implication on the human resources function because it requires an Employment Equity Plan to be drawn up and monitored.**
 - A. Employment Equity Act
 - B. Skills Development Act
 - C. Labour Relations Act
 - D. Basic conditions of Employment Act

5. **SETA supports the implementation of...**
- A. Employment Equity Act.
 - B. Skills Development Act.
 - C. Labour Relations Act.
 - D. Basic conditions of Employment Act.
6. **The National Skills Development Strategy (NSDS)...**
- A. handles disputes for the Labour Court.
 - B. is a trade union.
 - C. address skills shortages in the SA workplace.
 - D. increase access to programs that train people.
7. **The management of Maya Manufacturers was issued with a ... because they did not comply with the EEA in the workplace.**
- A. SARS tax compliance certificate
 - B. funding grant
 - C. compliance order
 - D. business license
8. **According to BCEA, Sugarfresh Bakery's employees may not work more than ... hours per week.**
- A. 45
 - B. 36
 - C. 35
 - D. 40
9. **The SETAs are funded by employers whose salary bill exceeds R500 000 per year, pay ... from their annual salaries as a levy.**
- A. 1.5%
 - B. 2%
 - C. 1%
 - D. no
10. **Balloon Parties' Human Resources Manager must allow workers to belong to unions as outlined in...**
- A. Employment Equity Act.
 - B. Skills Development Act.
 - C. Labour Relations Act.
 - D. Basic conditions of Employment Act.