

Write your name here

Surname

Other names

Edexcel
Principal Learning

Centre Number

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Candidate Number

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Business, Administration and Finance

Level 2

Unit 7: Responding to Change in Business

Friday 18 January 2013 – Afternoon

Time: 1 hour

Paper Reference

BA207/01

You do not need any other materials.

Total Marks

Instructions

- Use **black** ink or ball-point pen.
- **Fill in the boxes** at the top of this page with your name, centre number and candidate number.
- Answer **all** questions.
- Answer the questions in the spaces provided – *there may be more space than you need.*

Information

- The total mark for this paper is 40.
- The marks for **each** question are shown in brackets – *use this as a guide as to how much time to spend on each question.*

Advice

- Read each question carefully before you start to answer it.
- Keep an eye on the time.
- Try to answer every question.
- Check your answers if you have time at the end.

Turn over ►

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PEARSON

Answer ALL questions.

Some questions must be answered with a cross in a box ☒. If you change your mind about an answer, put a line through the box ☒ and then mark your new answer with a cross ☒.

- 1** An increase in unemployment will change which **one** of the following factors in the business environment?

A	Technological	<input type="checkbox"/>
B	Legal	<input type="checkbox"/>
C	Social	<input type="checkbox"/>
D	Economic	<input type="checkbox"/>

(Total for Question 1 = 1 mark)

- 2** Which **one** of the following is **most likely** to be an advantage for an employee who wants to keep up with the pace of change in the mobile phone industry?

The employee can:

A	ask for higher wages	<input type="checkbox"/>
B	have more job opportunities	<input type="checkbox"/>
C	receive better working conditions	<input type="checkbox"/>
D	get discounts on the latest models	<input type="checkbox"/>

(Total for Question 2 = 1 mark)

- 3** Which **one** of the following is a direct method of assessing the impact of change on employees?

A	Measuring productivity	<input type="checkbox"/>
B	Staff turnover analysis	<input type="checkbox"/>
C	Performance observation	<input type="checkbox"/>
D	Customer satisfaction survey	<input type="checkbox"/>

(Total for Question 3 = 1 mark)



4 Which **one** of the following is **most likely** to be an advantage for a business keeping pace with change?

A	Less job losses	<input type="checkbox"/>
B	Relocating the business	<input type="checkbox"/>
C	External training for staff	<input type="checkbox"/>
D	Increased chance of success	<input type="checkbox"/>

(Total for Question 4 = 1 mark)

5 A centrally controlled approach to change **best** relates to:

A	directive change	<input type="checkbox"/>
B	step change	<input type="checkbox"/>
C	incremental change	<input type="checkbox"/>
D	quantum change	<input type="checkbox"/>

(Total for Question 5 = 1 mark)

6 A business can be influenced by environmental change.
Give **one** example of environmental change.

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(Total for Question 6 = 1 mark)

7 Explain how an increase in interest rates can impact on a business.

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(Total for Question 7 = 4 marks)



8

In response to market conditions, businesses are having to make cuts to spending. Many employers are now offering staff a choice between redundancy, or taking a pay cut.

A pay cut would make the life of employees more difficult as they would still have bills and living expenses to pay, but this is better than losing a job by being made redundant.

(a) Outline **one** advantage to a business of offering its staff a pay cut rather than redundancy.

(2)

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(b) Not all employees may have their pay cut.

How might an employee whose pay has not been cut be affected by having to work with employees whose pay has been cut?

(4)

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(c) Discuss the possible reactions of employees who may be made redundant.

(8)

(Total for Question 8 = 14 marks)



9

Since 2004 the European Union (EU) has grown in membership from 15 to 27 countries. The EU allows freedom of movement between member countries. This means that workers from newer EU countries, such as Poland and Bulgaria, have the right to move to and work in any EU country, such as the UK and France.

It is thought that the population movement between the new and old EU member countries has been caused by the large differences in wages between countries.

(a) Using the above information, outline **two** benefits to UK businesses of the freedom of movement of workers.

(4)

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2

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(b) Explain why an increase in the UK's workforce, resulting from freedom of movement of workers, could be described as step change.

(4)

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(c) Freedom of movement had a major impact when many skilled eastern EU workers took advantage of their countries' membership of the EU to come to the UK. Instead of the expected initial 300 000 workers, many more than 300 000 arrived, settled and looked for work.

Discuss how freedom of movement of workers can impact on the employees of UK businesses.

(8)

Dotted lines for writing.

(Total for Question 9 = 16 marks)

TOTAL FOR PAPER = 40 MARKS



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