

Mark Scheme (Results)

Summer 2012

PL Business, Admin & Finance
(BA207)
Paper 01

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General marking guidance

- All candidates must receive the same treatment. Examiners must mark the first candidate in exactly the same way as they mark the last.
- Mark schemes should be applied positively. Candidates must be rewarded for what they have shown they can do rather than penalised for omissions.
- Examiners should mark according to the mark scheme not according to their perception of where the grade boundaries may lie.
- There is no ceiling on achievement. All marks on the mark scheme should be used appropriately.
- All the marks on the mark scheme are designed to be awarded. Examiners should always award full marks if deserved, ie if the answer matches the mark scheme. Examiners should also be prepared to award zero marks if the candidate's response is not worthy of credit according to the mark scheme.
- Where some judgement is required, mark schemes will provide the principles by which marks will be awarded and exemplification may be limited.
- When examiners are in doubt regarding the application of the mark scheme to a candidate's response, the team leader must be consulted.
- Crossed out work should be marked UNLESS the candidate has replaced it with an alternative response.

Question Number	Answer	Mark
1	A	(1)

Question Number	Answer	Mark
2	C	(1)

Question Number	Answer	Mark
3	D	(1)

Question Number	Answer	Mark
4	B	(1)

Question Number	Answer	Mark
5	A	(1)

Question Number	Answer	Mark
6	Political	(1)

Question Number	Answer	Mark
7	<p>Businesses are legally required to implement the changes in health and safety (1). As a result this will increase business costs (1). Such as new buildings or equipment (1). This may lead to more staff training (1). It may lead to improved conditions in the workplace (1) and to increased staff motivation (1).</p> <p>example answer: As businesses are legally required to implement any change in health and safety legislation (1) this could result in an increase in business costs (1). These costs could be new buildings or equipment to meet the new legislation (1), and staff might need additional training (1) to use the equipment.</p> <p>to achieve 4 marks - identify a likely impact (1), with 3 clear links to gain full marks. 3 marks - impact identified (1) with 2 clear links 2 marks - impact identified (1) with 1 clear link 1 mark - impact identified</p> <p>Accept any reasonable answer</p>	(4)

Question Number	Answer	Mark
8 (a)	<p>One mark will be given for identifying a benefit, and one mark for development.</p> <p>For example:</p> <p>The business is able to retain the wealth of talent and experience (1) which will give them a competitive advantage (1).</p> <p>Older workers may want to start up businesses (1) which will cause economic growth/job opportunities/increase tax revenue (1)</p> <p style="text-align: right;">(2 x 2)</p>	(4)

Question Number	Answer	Mark
8 (b)	<p>Examples of where marks can be achieved:</p> <p>Employees can assess the benefits and risks (1) through getting information (1) and seeking support from others (1) and becoming familiar with their new working practices and equipment (1) looking for progression routes in new career path (1).</p> <p>They can actively plan their new career (1) look for retraining opportunities (1), funding opportunities (1) for training or setting up own business (1) they may be more motivated (1) feel more in control of their lives/empowered (1).</p> <p>To achieve 4 marks - identify a likely positive way an employee might deal with the consequences of having to change careers (1), with 3 clear links to gain full marks. 3 marks - impact identified (1) with 2 clear links 2 marks - positive way identified (1) with 1 clear link 1 mark - positive way identified</p> <p>Any other appropriate ways can be accepted.</p>	(4)

Question Number	Indicative content
8 (c)	<p>Reactions to changes in retirement age for the employee.</p> <p>Positive reactions include:</p> <ul style="list-style-type: none"> • Employees want to extend their working life • Feel valued

		<ul style="list-style-type: none"> • Can share expertise with younger staff • Can enjoy flexible working patterns to prepare for retirement • Financial benefits – more pension, less money worries <p>Negative reactions:</p> <ul style="list-style-type: none"> • Employees don't want to work longer • Affects their retirement plans • May become demotivated and affect colleagues • Not wanting to learn new skills • More stressed being forced to work longer <p>Any other appropriate reactions can be accepted.</p>
Level	Mark	Descriptor
	0	Non-rewardable material
1	1-3	At this level the reactions are very limited. At the top of the level there will be at least one positive and negative reaction identified and described. At the bottom of the level a positive or negative reaction is provided with little or no justification.
2	4-6	At this level there is some understanding of the positive and negative reactions of employees who may be affected by an increase in the retirement age, although the assessment is likely to be weak. At least one positive and one negative reaction is assessed.
3	7-8	At this level there is a well supported judgement of both the positive and negative reactions of employees, using own knowledge as well as evidence from the passage. At the top of the level the answer will clearly justify more than one positive and one negative reaction of the employee. At the bottom of the level, there is justification but not so convincing.

Question Number	Answer	Mark
9 (a)	<p>The marks are awarded for the links made in the development of the answer as exemplified below.</p> <p>The answer must relate to the impact on business.</p> <p>For example:</p> <p>There are economic factors as the number of people of a working, taxable age will shrink or become stagnant (1). This could result in gaps in the jobs market, with businesses and public services lacking the workforce required. (1)</p> <p>Social factors will change (1) as the ageing</p>	(4)

	population will need more healthcare and social services (1). Any other appropriate factors can be accepted	
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Question Number	Answer	Mark
9 (b)	<p>It could be argued that changes to an ageing population have occurred gradually over a period of decades and are thus incremental. For example, as people have more leisure time and active lives, life expectancy has increased, creating a rise in the ageing population.</p> <p>To achieve 4 marks - identify a likely incremental change (1), with 3 clear links to gain full marks. 3 marks - incremental change identified (1) with 2 clear links 2 marks - incremental change identified (1) with 1 clear link 1 mark - incremental change identified</p>	(4)

Question Number	Indicative content	
9 (c)	<p>Benefits for individuals for responding positively to changes caused by the retirement of baby boomers:</p> <ul style="list-style-type: none"> • Changes of job design and new technology can increase work satisfaction • Greater commitment • Employers look for a positive attitude to change when employing people • They can develop new skills • Psychological advantages if they can stay positive • More ready to take advantage of opportunities which arise inside and outside the organisation 	
Level	Mark	Descriptor
	0	Non-rewardable material
1	1-2	At this level the benefits of responding positively to changes is very limited. At the top of the level there will be at least one benefit given. At the bottom of the level a reason is provided with some support for the benefit but little use is made of the evidence. There is little or no justification.
2	3-4	There is some understanding of the benefits of responding positively to changes, although the explanation of the effect on the employee is weak. At least one benefit for the employee is provided from either own knowledge or the passage.
3	5-6	The learner makes a well supported judgement of the benefits of responding positively to changes, using own knowledge as well as evidence from the passage. At the top

		of the level the answer will clearly justify at least one benefit for the employee. At the bottom of the level the justification is evident but not so convincing.
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