Government of **Western Australia**
School Curriculum and Standards Authority

WACE
Western Australian Certificate of Education

Western Australian Certificate of Education Examination, 2012

Question/Answer Booklet

CAREER AND ENTERPRISE

Stage 3

Please place your student identification label in this box

Student Number: In figures

In words

Time allowed for this paper

Reading time before commencing work: ten minutes
Working time for paper: three hours

Materials required/recommended for this paper

To be provided by the supervisor
This Question/Answer Booklet

Number of additional answer booklets used (if applicable):

To be provided by the candidate
Standard items: pens (blue/black preferred), pencils (including coloured), sharpener, correction tape/fluid, eraser, ruler, highlighters

Special items: nil

Important note to candidates

No other items may be taken into the examination room. It is **your** responsibility to ensure that you do not have any unauthorised notes or other items of a non-personal nature in the examination room. If you have any unauthorised material with you, hand it to the supervisor **before** reading any further.

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Ref: 12-021

Structure of this paper

Section	Number of questions available	Number of questions to be answered	Suggested working time (minutes)	Marks available	Percentage of exam
Section One: Short answer	6	6	90	81	50
Section Two: Extended answer	3	2	90	85	50
				Total	100

Instructions to candidates

1. The rules for the conduct of Western Australian external examinations are detailed in the *Year 12 Information Handbook 2012*. Sitting this examination implies that you agree to abide by these rules.

2. Write your answers in the spaces provided in this Question/Answer Booklet.

3. Spare pages are included at the end of this booklet. They can be used for planning your responses and/or as additional space if required to continue an answer.
   - Planning: If you use the spare pages for planning, indicate this clearly at the top of the page
   - Continuing an answer: If you need to use the space to continue an answer, indicate in the original answer space where the answer is continued, i.e. give the page number. Fill in the number of the question that you are continuing to answer at the top of the page.

Section One: Short answer **50% (81 Marks)**

This section has **six (6)** questions. Answer **all** questions. Write your answers in the spaces provided.

Spare pages are included at the end of this booklet. They can be used for planning your responses and/or as additional space if required to continue an answer.

- Planning: If you use the spare pages for planning, indicate this clearly at the top of the page.
- Continuing an answer: If you need to use the space to continue an answer, indicate in the original answer space where the answer is continued, i.e. give the page number. Fill in the number of the question that you are continuing to answer at the top of the page.

Suggested working time: 90 minutes.

Question 1 **(19 marks)**

(a) Discuss the relationship between flexibility, innovation and productivity in the workplace. Use relevant examples to support your response. (9 marks)

(b) The statement from the previewed source *'Review of the Fair Work Act'* by Business Council of Australia Chief Executive Jennifer Westacott announced that 'the risk is that companies will not have the flexibility they need to stay competitive and innovate so as to lift productivity'.

Discuss what this statement means. Select **two (2)** innovative workplace initiatives that an organisation could implement and explain how these initiatives improve workplace efficiency and productivity. (10 marks)

Question 2 **(8 marks)**

Describe **two (2)** benefits and **two (2)** challenges that a satisfying workplace can have on an individual's career development.

Question 3 **(16 marks)**

(a) In a global economy nations seek to become more competitive and innovative. An emerging trend in response to consumer demand, for example, has been the growth of green (environmental) jobs.

Using an organisation you have investigated, describe **three (3)** benefits and **two (2)** challenges for an organisation in responding to consumer demand in today's society.

(10 marks)

(b) A large organisation is about to restructure to provide green jobs. Many employees oppose this change, as they are unsure how it will affect their jobs.

Explain the advice you would give to someone in dealing with this type of change in the workplace. (6 marks)

Question 4 **(18 marks)**

The Australian Government introduced the Fair Work Act (2009) to apply to all workplaces and included the following key features:

- the establishment of minimum employment conditions, such as maximum weekly hours of work, leave entitlements, notice of termination requirements, redundancy pay and the right to request flexible working arrangements
- the right of employees to nominate who may represent them in any bargaining agreement over pay and conditions with their employer
- protection from unfair dismissal for all employees and
- a balance between work and family life.

(a) Choose any **two (2)** of these key features and explain why they are important in promoting a fair, flexible and responsive workforce in Australia. (6 marks)

Related to previewed source: Fair Work Australia: Dealing with disputes.

(b) For a workplace that you are familiar with, describe the process that you could expect to go through if your contractual rights and responsibilities were not being honoured.

(6 marks)

Question 4 (continued)

(c) Describe **three (3)** challenges that a large global organisation faces in ensuring that employees' contractual rights and responsibilities are being met. (6 marks)

Question 5 **(8 marks)**

Discuss in detail **two (2)** challenges an individual could face in ensuring that they remain competitive in a constantly changing world of work.

Question 6 **(12 marks)**

How can the use of Information and Communication Technologies (ICT) improve the productive capacity of an organisation? Provide **four (4)** examples and describe briefly how each might improve the productive capacity of the organisation.

End of Section One

Section Two: Extended answer **50% (85 Marks)**

This section contains **three (3)** questions. You must answer **two (2)** questions: the compulsory question (Question 7) and **one (1)** of the other questions (Question 8 or Question 9). Write your answers in the spaces provided.

If you use a page for planning, indicate this clearly at the top of the page.

Suggested working time: 90 minutes.

Compulsory question

Question 7 **(40 marks)**

For copyright reasons this cartoon cannot be reproduced in the online version of this document, but may be viewed at www.condenaststore.com/-sp/I-had-the-dream-about-meaningfulemployment-again-last-night-New-Yorker-Cartoon-Prints_i8562866_.htm

(a) Explain the message the cartoonist is trying to portray. Discuss in detail **two (2)** strategies you might use to find the 'meaningful employment' that is referred to in the cartoon. (12 marks)

Question 7 (continued)

This question is based on the previewed source: *Making Your New Career Plan: The Complete Idiot's Quick Guide***.**

(b) Creating an empowering career action plan is an essential part of successfully meeting unforeseen circumstances.

Explain the **four (4)** key elements of a good career plan articulated in the previewed source. Discuss in detail **two (2)** strategies you would put in place to cater for unforeseen circumstances. (16 marks)

Question 7 (continued)

(c) Explain the short- and long-term career development advice you would provide to a friend seeking to secure work in an ever-changing world. Justify briefly why you consider this advice to be appropriate. (12 marks)

Answer Question 8 or Question 9.

Question 8 **(45 marks)**

(a) One of the challenges in a changing world of work is to constantly remain employable.

Select **three (3)** of the career management skills listed below and discuss how you plan to use and adapt them to ensure that your career pathway is flexible. Use examples to support your response. (30 marks)

- perseverance
- working in teams
- problem-solving
- networking
- planning and organising
- demonstrating initiative
- willingness to learn
- self promotion.

(b) Explain **three (3)** different changes in personal circumstances that you may face in the future. Discuss how you would plan to manage those changes. (15 marks)

or

Question 9 **(45 marks)**

According to the Australian Bureau of Statistics, it is predicted that by 2041 one in five people in Australia will be aged over 65 years and 7% of the population will be aged over 80 years.

(a) Discuss the implications this will have for employment numbers, the nature of work and Australian society in the workplace. (15 marks)

(b) Discuss appropriate strategies that a proactive employer might introduce to an organisation to respond to this trend over time. (15 marks)

(c) Discuss the impact an ageing population will have on your individual career management. (15 marks)

End of questions

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Additional space

Additional space

Additional space

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ACKNOWLEDGEMENTS

Section One

Question 1(b) Quotation from: Westacott J. (2011). *Review of the Fair Work Act*. Retrieved April 18, 2012, from www.bca.com.au/Content/101922.aspx.

Question 4 Data source: Fair Work Australia. (2011). *Dispute resolution.* Retrieved April, 2012, from www.fwa.gov.au/index.cfm?pagename=dispute.

Section Two

Question 7 Park, W.B. (1994). *I had the dream about meaningful employment again last night* [Cartoon]. Retrieved April 18, 2012, from www.condenaststore.com/-sp/I-had-the-dream-about-meaningful-employment-again-last-night-New-Yorker-Cartoon-Prints_i8562866_.htm.

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