

	<p><b>NB A maximum of 2 marks out of 3 can be awarded if the explanation is as to why the other responses are not correct.</b></p> <p><b>NB Wrong answer to (a) but otherwise logical response, award a maximum of 2 marks.</b></p>	
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Question Number	Answer	Marks
<b>4 (a)</b>	C	1
<b>4 (b)</b>	<p>Empowerment means giving more responsibility for workers to make decisions within a business (1).  This may act as a motivator if the worker believes that his/ her opinion is valued (1).  Some appropriate reference to motivation theories (1).  Bonus systems often encourage workers to perform better but are financial costs to any business (1).  Similarly profit sharing and piece work are also financial costs.</p> <p><b>NB A maximum of 2 marks out of 3 can be awarded if the explanation is as to why the other responses are not correct.</b></p> <p><b>NB Wrong answer to (a) but otherwise logical response, award a maximum of 2 marks.</b></p>	3

Question Number	Answer	Marks
<b>5 (a)</b>	B	1
<b>5 (b)</b>	<p>Variance analysis involves trying to find reasons for the differences between budgeted figures and actual figures (1).  Total budgeted costs £2.5m (1).  Total actual costs £2m (1).  Actual costs are lower than budgeted costs hence the favourable variance of £0.5m. (1)</p> <p><b>NB A maximum of 2 marks out of 3 can be awarded if the explanation is as to why the other responses are not correct.</b></p> <p><b>NB Wrong answer to (a) but otherwise logical response, award a maximum of 2 marks.</b></p>	3

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**Shasha Hu**



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## **Table of Contents Jan 2014 Accounting Unit 2 Mark Scheme**

1. Understanding the eBook Jan 2014 Accounting Unit 2 Mark Scheme
  - The Rise of Digital Reading Jan 2014 Accounting Unit 2 Mark Scheme
  - Advantages of eBooks Over Traditional Books
2. Identifying Jan 2014 Accounting Unit 2 Mark Scheme
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Jan 2014 Accounting Unit 2 Mark Scheme
  - User-Friendly Interface
4. Exploring eBook Recommendations from Jan 2014 Accounting Unit 2 Mark Scheme

- Personalized Recommendations
- Jan 2014 Accounting Unit 2 Mark Scheme User Reviews and Ratings
- Jan 2014 Accounting Unit 2 Mark Scheme and Bestseller Lists
- 5. Accessing Jan 2014 Accounting Unit 2 Mark Scheme Free and Paid eBooks
  - Jan 2014 Accounting Unit 2 Mark Scheme Public Domain eBooks
  - Jan 2014 Accounting Unit 2 Mark Scheme eBook Subscription Services
  - Jan 2014 Accounting Unit 2 Mark Scheme Budget-Friendly Options
- 6. Navigating Jan 2014 Accounting Unit 2 Mark Scheme eBook Formats
  - ePub, PDF, MOBI, and More
  - Jan 2014 Accounting Unit 2 Mark Scheme Compatibility with Devices
  - Jan 2014 Accounting Unit 2 Mark Scheme Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Jan 2014 Accounting Unit 2 Mark Scheme
  - Highlighting and Note-Taking Jan 2014 Accounting Unit 2 Mark Scheme
  - Interactive Elements Jan 2014 Accounting Unit 2 Mark Scheme
- 8. Staying Engaged with Jan 2014 Accounting Unit 2 Mark Scheme
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Jan 2014 Accounting Unit 2 Mark Scheme
- 9. Balancing eBooks and Physical Books Jan 2014 Accounting Unit 2 Mark Scheme
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Jan 2014 Accounting Unit 2 Mark Scheme
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Jan 2014 Accounting Unit 2 Mark Scheme
  - Setting Reading Goals Jan 2014 Accounting Unit 2 Mark Scheme
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Jan 2014 Accounting Unit 2 Mark Scheme

- Fact-Checking eBook Content of Jan 2014 Accounting Unit 2 Mark Scheme
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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