

SECTION A: COMPREHENSION**QUESTION 1: READING FOR MEANING AND UNDERSTANDING**

- 1.1 Traditionally, diversity was seen in terms of race, religion and gender. Currently, many other criteria such as personality, skills, age, cognitive style, education and background are considered.
[Award 2 marks only if the distinction between the TWO aspects is provided.] (2)
- 1.2 Each individual brings distinctive talents and skills to benefit the organisation./ All employees complement one another in an enabling work environment. (2)
- 1.3 In the single-line paragraph, the writer directs the reader's attention to the focal point of the article – the advantages of diversity.
[Accept valid alternative responses.] (2)
- 1.4 The employer is challenged to evolve, as he adapts to the transformed work environment. He is well-positioned to accommodate the entire workforce, for example, scheduling staff rosters around religious holidays, thus increasing productivity. (3)
- 1.5 The writer uses emotive diction to convey the contrast between the notion concerning diversity and the actual implementation thereof. Phrases with positive connotations, e.g. 'feel-good images', 'effortless synergy' and 'fantastically delicious mix of ingredients', highlight the idealistic perception of diversity. However, he cautions that in practice, it could be an 'operational nightmare'.
[Credit reference to the repetition of the word 'however' as a stylistic device.] (3)
- 1.6 The phrase 'hidden biases' refers to the personal prejudices that cloud employers' judgement. Personal biases prevent managers from making informed decisions. The writer draws the reader's attention to the detrimental effect of not embracing diversity in the workplace. Managers need to focus on skills needed rather than on personal characteristics. Both the business and the employer will experience negative consequences, as personal and professional growth will be stunted.
[Award 3 marks only if a valid comment is included.] (3)
- 1.7 'Conflicting ideas' are viewed positively since the healthy exchange of opposing ideas will prevent 'tunnel vision'. All the team members will also feel as though they have contributed to the development of the organisation. Preconceived ideas undermine objective decision-making. Employees also have a responsibility to recognise and accept individual differences. (3)

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Multilingualism and Intercultural Communication H. Ekkehard Wolff, Pamela Maseko, Russell H Kaschula, Christine Anthonissen, Bassey E Antia, 2017-05-01 An in depth look at the changing sociolinguistic dynamics that have influenced South African society To date there has been no published textbook which takes into account changing sociolinguistic dynamics that have influenced South African society Multilingualism and Intercultural Communication breaks new ground in this arena The scope of this book ranges from macro sociolinguistic questions pertaining to language policies and their implementation or non implementation to micro sociolinguistic observations of actual language use in verbal interaction mainly in multilingual contexts of Higher Education HE There is a gradual move for the study of language and culture to be taught in the context of professional disciplines in which they would be used for example Journalism and African languages Education and African languages etc The book caters for this growing market Because of its multilingual nature it caters to English and Afrikaans language speakers as well as the Sotho and Nguni language groups _ the largest languages in South Africa and also increasingly used in the context of South African Higher Education It brings together various inter linked disciplines such as Sociolinguistics and Applied Language Studies Media Studies and Journalism History and Education Social and Natural Sciences Law Human Language Technology Music Intercultural Communication and Literary Studies The unique cross cutting disciplinary features of the book will make it a must have for twenty first century South African students and scholars and those interested in applied language issues

The Pearson Guide to the SSC Combined Matric-Level (Preliminary) Examination Thorpe, **Marking Matric** Vijay Reddy, 2006 The past ten years in South Africa has seen many changes in education the creation of a single department of education common examinations for all learners in public schools in the country a new outcomes based education curriculum which was introduced to learners in the general education and training phase since 1998 and will be introduced to the further education and training phase from 2006 To evaluate the success of these changes South African researchers still use the indicator of student achievement The matriculation examination is the visible high profile and public performance indicator Every year parents learners teachers researchers government officials policymakers and the general public get involved in the debate around the matric examination with the most frequently asked questions being Did the pass rate go up Are standards dropping Are the results real or have they been manipulated How is our education system doing Are we meeting the development goals What should the matriculation examination of the future look like participants from government national and provincial

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Creative Impulse in the New Literatures in English ,2021-11-01 Imagination and the Creative Impulse in the New Literatures in English brings together the proceedings of a symposium organised by the editors at the University of Trento in 1990 At a time when the study of the post colonial literatures is gaining more widespread recognition scholars based mainly at universities in Italy and Germany were invited to address the manner in which writers are giving literary expression to the complexity of contemporary post colonial and multicultural societies and to consider from their differing perspectives on the new literatures central questions of formal experimentation linguistic innovation social and political commitment textual

theory and cross culturality Focusing on such major writers such as Achebe Soyinka and Walcott as well as on lesser known figures such as Jack Davis Witi Ihimaera Rohinton Mistry and Manohar Malgonkar the contributors take up many themes characteristic of the new literatures the challenge posed to traditional authority the expression of national identity the role of literature in the liberation struggle modes of literary practice in multicultural societies the relationship of the new literatures in English to that of the former metropolitan centre and the complex intertextuality characterizing much of the literary production of post colonial societies

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