

INSTRUCTIONS AND INFORMATION

1. This paper consists of THREE sections:

SECTION A: COMPULSORY

SECTION B: Consist of THREE independent questions covering ALL topics.

Answer any TWO questions

SECTION C: Consist of TWO questions covering ALL topics.

Answer any (only) ONE question from this section.

2. Unnecessary answers will not be marked.

3. Consider the time when answering the questions.

4. Read the instructions for each question carefully and answer only what is required.

5. Number the answers according to the numbering system used in this paper.

6. Answer in complete sentences, except in questions where other instructions are given.

7. Use the mark allocation as a guide for the length of questions.

8. Leave a line between answers.

9. Start each question on a new page.

10. Use only blue pen. Answers in pencil will not be marked.

11. Use the table below as a guide for marks and time for each question.

QUESTION	SECTION	MARKS	TIME
1	SECTION A: Short Questions, COMPULSORY	20	10
2	SECTION B: Three direct / indirect case studies. Answer any TWO questions.	20 x 2 = 40	40
3			
4			
5	SECTION C: Essay Questions. Answer ONE question in this section	40	40
6			
		100	90 min

SECTION A (COMPULSORY)

QUESTION 1

Various options are given as possible answers to the following questions. Choose the correct answer and write the letter (A-D) next to the question number (1.1.1 – 1.1.5).

1.1.1 The ... requires that businesses compile a document that outlines how the business intends to implement affirmative action.

- A Skills Development Act (SDA) (No. 97 of 1998)
- B Employment Equity Act (EEA) (No. 55 of 1998)
- C Labour Relations Act (LRA) (No. 66 of 1995)
- D Basic Conditions of Employment Act (BCEA) (No. 75 of 1997)

1.1.2 An employee takes extended lunch breaks to make social media content.

- A Unethical behavior
- B Ethical behaviour
- C Unprofessional behaviour
- D Late for work

1.1.3 This method of problem solving requires the businesses consider various alternatives before choosing the most appropriate one.

- A Delphi technique
- B Force-field analysis
- C Advantages and disadvantages
- D brainstorming

1.1.4 This compulsory benefit must be provided to employees as it is required by law.

- A Medical Aid
- B Car Allowance
- C Unemployment Insurance Fund
- D Meal tickets

1.1.5 "The business adds new products that are related to existing products but will appeal to new customers."

- A liquidation
- B backwards integration
- C market penetration
- D concentric diversification

(5 x 2)(10)

March 2015 Formal Tests

Joy Pullmann



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The Education Invasion Joy Pullmann, 2017-03-14 Most Americans had no idea what Common Core was in 2013 according to polls But it had been creeping into schools nationwide over the previous three years and children were feeling its effects They cried over math homework so mystifying their parents could not help them even in elementary school They read motley assortments of informational text instead of classic literature They dreaded the high stakes tests in unfamiliar formats that were increasingly controlling their classrooms How did this latest and most sweeping reform of American education come in mostly under the radar Joy Pullmann started tugging on a thread of reports from worried parents and frustrated teachers and it led to a big tangle of history and politics intrigue and arrogance She unwound it to discover how a cabal of private foundation honchos and unelected public officials cooked up a set of rules for what American children must learn in core K 12 classes and how the Obama administration pressured states to adopt them Thus a federalized education scheme took root despite legal prohibitions against federal involvement in curriculum Common Core and its testing regime were touted as an absolute game changer in public education yet the evidence so far suggests that kids are actually learning less under it Why then was such a costly and disruptive agenda imposed on the nation's schools Who benefits And how can citizens regain local self governance in education so their children's minds will be fed a more nourishing intellectual diet and be protected from the experiments of emboldened bureaucrats *The Education Invasion* offers answers and remedies

The Scandal of Standardized Tests Joseph A. (ed.) Soares, 2020 This update to SAT Wars provides new evidence in the case against standardized college entry tests including the experiences of test optional colleges *The Scandal of Standardized Tests* sheds significant light on key problems such as Are the tests stronger proxies for race and family income today than they were 20 years ago Does going test optional promote racial and economic diversity Are there any differences in academic records between students admitted without test scores and those with them How does testing figure into race sensitive admissions legal controversies Why is the College Board's environmental dashboard inadequate as a way to create a fair playing field How are the odds of attending and graduating from college stacked against low income youths and racial minorities What does the FBI Varsity Blues sting tell us about college admissions in America Contributors Jon Boeckenstedt Michael DeWitt Paul Fain Valerie W Franks Saul Geiser Philip Handwerk William C Hiss William C Kidder Jay Rosner Robert A Schaeffer Joseph A Soares Steve Syverson

Handbook of Regulatory Impact Assessment Claire A. Dunlop, Claudio M. Radaelli, 2016-04-29 Regulatory impact assessment RIA is the main instrument used by governments and regulators to appraise the likely effects of their policy proposals This pioneering Handbook provides a comparative and comprehensive account of this tool situating it in the relevant theoretical traditions and scrutinizing its use across countries policy sectors and policy instruments Comprising six parts university researchers international consultants and practitioners working in international organizations examine regulatory impact assessment from many perspectives which include research traditions

in the social sciences implementation regulatory indicators and effects tools and dimensions such as courts and gender sectoral case studies including environment enterprise and international development international diffusion in the European Union EU Americas Asia and developing countries appraisal training and education With its wealth of detail and lessons to be learned the Handbook of Regulatory Impact Assessment will undoubtedly be of great value to practitioners and scholars working in governance political science and socio legal studies

In Common No More Arnold F. Shober, 2016-06-13 When did the Common Core evolve from pet project to pariah among educators and parents This book examines the rise and fall of our national education standards from their inception to the present day Parents teachers and political groups have waged debates over the Common Core since the standards adoption in 2010 This timely examination explores the shifting political alliances related to the Common Core State Standards Initiative explains why initial national support has faded and considers the major debates running through the Common Core controversy The book is organized around four themes of political conflict federal versus state control minorities versus majorities experts versus professionals and elites versus local preferences The work reviews the politics of state and national standards evaluating the political arguments for and against the Common Core federal overreach lack of evidence for effectiveness lack of parental control lack of teacher input improper adaptive testing overtesting and connections to private education reform funders and foundations The work includes a short primer on the Common Core State Standards Initiative as well as on the Partnership for Assessment of Readiness for College and Careers PARCC and Smarter Balance two state level organizations that have worked on the standards An informative appendix presents brief descriptions of major interest groups and think tanks involved with the standards initiative along with a timeline of American educational standards reforms and the Common Core

The Pedagogy of Standardized Testing Arlo Kempf, 2016-04-29 Based on a large scale international study of teachers in Los Angeles Chicago Ontario and New York this book illustrates the ways increased use of high stakes standardized testing is fundamentally changing education in the US and Canada with a negative overall impact on the way teachers teach and students learn Standardized testing makes understanding students strengths and weaknesses more difficult and class time spent on testing consumes scarce time and attention needed to support the success of all students further disadvantaging ELLs students with exceptionalities low income and racially minoritized students

The Future We Want Sarah Leonard, Bhaskar Sunkara, 2016-02-02 A stirring blueprint for American equality from the breakout stars The New York Times of the young new left Democrat Republican the list of presidential candidates confirms that business is proceeding pretty much as usual The Future We Want proposes something different In a sharp rousing collective manifesto ten young cultural and political critics dismantle the usual liberal solutions to America's ills and propose a pragmatic alternative What would finance look like without Wall Street Or the workplace with responsibility shared by the entire workforce From a campaign to limit work hours to a program for full employment to proposals for a new feminism The Future We Want has the courage to think of

alternatives that are both utopian and possible Brilliantly clear and provocative *The Future We Want* edited by Jacobin magazine founder Bhaskar Sunkara and the Nation's Sarah Leonard harnesses the energy and creativity of an angry generation and announces the arrival of a new political left that not only protests but plans

Social Work Case Management Michael J. Holosko, 2017-01-30 *Social Work Case Management Case Studies From the Frontlines* by Michael J. Holosko is an innovative book that equips readers with the knowledge and skills they need to be effective case management practitioners in a variety of health and human service organizations A must read for students and professionals in social work this important work introduces a unique Task Centered Case Management Model built around the unifying principles of the profession person in environment strengths based work and ecological perspective Over twenty case studies by case managers and professionals offer innovative practice insights illustrating the practice roles and responsibilities of today's case managers and the realities of conducting case management in today's growing exciting and challenging field

No One Left Standing Michele Wages, 2016-11-14 Every public school student in the U.S. will experience various types of testing each year For decades the purpose and quality of such testing the time it takes to administer and take the test and how the data is used are the topic of discussion among students parents educators and policymakers Those supporting the importance of testing assume that more assessment improves student achievement and that the pros of testing outweigh their perceptions of the additional costs Those against excessive testing believe that schools are sacrificing learning time in order to test or prepare for the test They also believe that reduced learning time of non-tested subjects occurs and more time is given to those students that are performing right below the proficiency score or bubble kids instead of developing every student's full potential Testing in U.S. public schools is out of control The stress and pressures for all involved have effects that are not even measurable in most instances Is this really the best thing for our schools Are there alternative measures that may serve our future in a better way Will the rewrite of NCLB be enough

Between Mission and Market Daniel Rosenberg, 2017-04-26 *Between Mission and Market* The Freshman Year in a Corporate Age focuses on the arrival of college freshmen at the moment of the transformation it uses Adelphi University in suburban New York City to study an attempt to resolve first year difficulties As higher education institutions turn into enterprises run on business models the pressures of getting into college including the taking of the SAT and ACT have induced stress addictions eating disorders drug use and mental problems However special programs to ease the first year transition through counseling and support are run as cheaply as possible This book confronts some of the cardinal controversies in higher education particularly those affecting first year students high stakes testing in general particularly the SAT the intensification of student debt and the financial sentence imposed upon all who incur it and the dramatic pressures placed upon freshmen as they transition to college

Unequal By Design Wayne Au, 2022-07-29 This new edition of *Unequal By Design* High Stakes Testing and the Standardization of Inequality critically examines the deep and enduring problems within systems of education in the U.S. in

order to illuminate what is really at stake for students teachers and communities negatively affected by such testing Updates to the new edition include new chapters that focus on the role of schools and standardized testing in reproducing social cultural and economic inequalities the way high stakes testing is used to advance neoliberal market based educational schemes that ultimately concentrate wealth and power among elites how standardized testing became the dominant tool within our educational systems the numerous technical and ideological problems with using standardized tests to evaluate students teachers and schools the role that high stakes testing plays in the maintenance of white supremacy and how school communities have resisted high stakes testing and used better assessments of student learning Parents teachers university students and scholars will find *Unequal By Design* useful for gaining a broad critical understanding of the issues surrounding our over reliance on high stakes standardized testing in the U S through up to date research on testing historical and contemporary examples of the struggles over such tests and information about how testing has fostered the privatization of public education in the U S

How The Other Half Learns Robert Pondiscio,2020-06-02 An inside look at America s most controversial charter schools and the moral and political questions around public education and school choice The promise of public education is excellence for all But that promise has seldom been kept for low income children of color in America In *How the Other Half Learns* teacher and education journalist Robert Pondiscio focuses on Success Academy the network of controversial charter schools in New York City founded by Eva Moskowitz who has created something unprecedented in American education a way for large numbers of engaged and ambitious low income families of color to get an education for their children that equals and even exceeds what wealthy families take for granted Her results are astonishing her methods unorthodox Decades of well intended efforts to improve our schools and close the achievement gap have set equity and excellence at war with each other If you are wealthy with the means to pay private school tuition or move to an affluent community you can get your child into an excellent school But if you are poor and black or brown you have to settle for equity and a lecture about fairness About the need to be patient And about how school choice for you only damages public schools for everyone else Thousands of parents have chosen Success Academy and thousands more sit on waiting lists to get in But Moskowitz herself admits Success Academy is not for everyone and this raises uncomfortable questions we d rather not ask let alone answer What if the price of giving a first rate education to children least likely to receive it means acknowledging that you can t do it for everyone What if some problems are just too hard for schools alone to solve

Building Capacity in Institutional Research and Decision Support in Higher Education Karen L. Webber,2018-01-31 This book examines the relevant roles skills and knowledge needed to build the institutional research capacity across the higher education sector globally The information contained herein will inform IR practitioners senior level institution officials and higher education scholars With a focus on building the capacity of the IR profession this book s primary audiences include senior leaders who wish to introduce or strengthen their understanding for effective decision support and staff members who are currently in

decision support units and those who wish to serve in this capacity However this book also offers detail on the decision support function to higher education scholars who seek to better address how data can inform policy and planning in higher education Through a broad discussion about the roles and skills of the practitioners this book will also enumerate the ways in which decision support practitioners can be valued contributors in shaping the future decisions and direction of specific institutions and higher education broadly

Handbook of Cumulative Impact Assessment Jill A.E. Blakley, Daniel M. Franks, 2021-05-28 This important Handbook is an essential guide to the state of the art concepts debates and innovative practices in the field of cumulative impact assessment It helps to strengthen the foundations of this challenging field identify key issues demanding solutions and summarize recent trends in forward progress particularly through the use of illustrative case examples

My Sociology Rosalind Gottfried, 2018-12-17 My Sociology reconceptualizes intro sociology for the changing demographics in today's higher education environment Concise and student focused My Sociology captures students attention with engaging stories and a focus on non dominant populations Rather than introducing students to theory and history at the beginning of the text the book integrates the necessary information throughout to keep students engaged

OECD Reviews of Evaluation and Assessment in Education Romania 2017 Kitchen Hannah, Fordham Elizabeth, Henderson Kirsteen, Looney Anne, Maghnouj Soumaya, 2017-05-03 Romania's education system has made impressive strides over the past two decades with an increasing share of students mastering the basic competencies that they need for life and work But these average improvements mask significant disparities in learning outcomes and attainment with an

Visioning Multicultural Education H. Prentice Baptiste, Jeanette Haynes Writer, 2020-09-23 Organized by the National Association of Multicultural Education NAME this volume explores the organic relationship between the past present and future of the discipline In particular the book addresses the various forms of recent social upheaval from educational inequities and growing economic divides to extreme ideological differences and immigration conflicts Written by a group of eminent and emerging scholars chapters draw lessons from the past two decades and celebrate present accomplishments in order to ambition a better future through multicultural education

An Age of Accountability John L. Rury, 2023-10-13 An Age of Accountability highlights the role of test based accountability as a policy framework in American education Even after very clear disappointments no other policy framework has emerged to challenge its hegemony and many Americans continue to believe that accountability remains a vital necessity even if educators and policy scholars disagree

Common Sense Education Ernest J. Zarra III, 2016-08-16 The 2015 passage of the Every Student Succeeds Act ESSA has again changed education for public schools and communities Common Core is now optional and the role of Secretary of Education has been limited by no longer incentivizing states as done under Common Core This book analyzes the new direction today's schools must pursue for student learning and their success beyond high school States and local educational agencies are once again empowered and will have more authority over curriculum and assessment Common

Sense Education includes samples from these states ideas from several universities which are retooling their teacher education programs and focusing on teacher excellence as well as schools recalibrating their programs for student learning This book advocates for common sense education uses a national survey to provide parent and teacher perspectives and suggests a new paradigm for exciting twenty first century high schools **College Financing Information for Teens, Fourth Edition** James Chambers,2022-05-01 Provides information for Teens about planning saving and paying for post secondary education with facts about government aid private loans and scholarships and other sources of financial assistance Includes index and resource information **Pilot Mental Health Assessment and Support** Robert Bor,Carina Eriksen,Margaret Oakes,Peter Scragg,2016-12-08 The presentation of mental illness at work has different implications and consequences depending on the specific nature of the job work context regulatory framework and risks for the employee organisation and society Naturally there are certain occupational groups where human factors and or mental illness could impair safety and mental acuity and with potentially devastating consequences For pilots the medical criteria for crew licensing are stipulated by regulatory aviation authorities worldwide and these include specific mental illness exclusions The challenge of assessment for mental health problems is however complex and the responsibility for psychological screening and testing falls to a range of different specialists and groups including AMEs authorised aviation medical examiners GPs and physicians airline human resources departments psychologists human factor specialists and pilots themselves Extending and developing the ideas of Aviation Mental Health 2006 which described a range of psychological issues and problems that may affect pilots and the consequences of these this book presents an authoritative comprehensive and practical guide to modern evidence based practice in the field of mental health assessment treatment and care It features contributions from experts in the field drawn from several countries professions and representing a range of aviation related organisations displaying a range of different skills and methods that can be used for the clinical assessment of pilots and in relation to specific mental health problems and syndromes

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