

BUSINESS STUDIES - GRADE 12 2025

TOPIC	ASSESSMENT STANDARDS	PORTFOLIO ASSESSMENT TASKS
PHASE 1 (11 November 2024 – 7 March 2025)		
Macro-Environment: Impact of recent legislation	Demands for redress and equity on business operations: Skills Development Act; Labour Relations Act; Employment Equity; Basic Conditions of Employment Act; Compensation for Occupational Injuries & Diseases Act; Black Economic Empowerment Act; Broad-Based Black Economic Empowerment Act; National Credit Act; Consumer Protection Act	Task 1: Case study – Human Resources, Impact of recent legislation & Ethics 27 – 31 Jan Task 2: March Controlled test: A: 3 – 7 Feb B: 26 Feb – 11 Mar
Human Resources Function	Analyse aspects of: recruitment, interviewing, selection, placement & induction; employment contracts, salary & employee benefits; Legislation relating to HR Function.	
Ethics and Professionalism	Professional, ethical & effective business practice <ul style="list-style-type: none"> • Strategies to address business issues 	
Creative thinking	Advanced problem-solving skills for strategy formulation <ul style="list-style-type: none"> • Application of creative thinking 	
Macro-Environment: Strategies	Development of strategies in response to challenges <ul style="list-style-type: none"> • Types of strategies and strategy evaluation 	
Quality of performance	Concept of quality – relate to the 8 business functions Impact on different structures (Areas of improvement)	
Business sector & environment	Relating the 3 environments to the 3 economic sectors Control of businesses over the 3 environments	
PHASE 2 (10 March 2025 – 13 June 2025)		
Investment: Securities & Insurance	Business investment (securities) opportunities: <ul style="list-style-type: none"> • Types of investments – returns and interest Compulsory and non-compulsory insurance <ul style="list-style-type: none"> • Life insurance; Retirement Annuities; Unemployment Insurance & Road Accident Fund's • Goods – under- and over- insurance; average clause 	Task 3: Presentation 14 – 17 April Task 4: June Exam 26 May – 13 June
Team Performance & conflict management	Collaboration/ Management of problems arising from teamwork <ul style="list-style-type: none"> • Grievance procedure & dealing with difficult people 	
Management & leadership	Entrepreneurial qualities & success factors: <ul style="list-style-type: none"> • Management & leadership – styles & theories 	
Human rights Inclusivity & Environmental	Assess business ventures against criteria in addressing: <ul style="list-style-type: none"> • human rights, inclusivity & environmental issues 	
PHASE 3 (17 June 2025 – 17 October 2025)		
Corporate social responsibility	Implications for businesses and communities Contribution in advancing the well-being of others <ul style="list-style-type: none"> • CSR & CSI, including legislation requirements 	Task 5: Project: CSR, Human Rights, Inclusivity & Environment Issues 28 July – 1 Aug Task 6: Trials Exams 1 – 19 Sept
Presentation and Data Response	Verbal & non-verbal formats of presentations <ul style="list-style-type: none"> • Criteria for an effective presentation • Responding to questions, feedback and areas of improvement 	
Forms of Ownership	Impact on the success and / or failure of a business venture <ul style="list-style-type: none"> • Characteristics, advantages, disadvantages & comparisons of different forms of ownership 	