

**Business Studies**

Advanced GCE

Unit **F295**: People in Organisations

**Mark Scheme for June 2011**

---

OCR (Oxford Cambridge and RSA) is a leading UK awarding body, providing a wide range of qualifications to meet the needs of pupils of all ages and abilities. OCR qualifications include AS/A Levels, Diplomas, GCSEs, OCR Nationals, Functional Skills, Key Skills, Entry Level qualifications, NVQs and vocational qualifications in areas such as IT, business, languages, teaching/training, administration and secretarial skills.

It is also responsible for developing new specifications to meet national requirements and the needs of students and teachers. OCR is a not-for-profit organisation; any surplus made is invested back into the establishment to help towards the development of qualifications and support which keep pace with the changing needs of today's society.

This mark scheme is published as an aid to teachers and students, to indicate the requirements of the examination. It shows the basis on which marks were awarded by Examiners. It does not indicate the details of the discussions which took place at an Examiners' meeting before marking commenced.

All Examiners are instructed that alternative correct answers and unexpected approaches in candidates' scripts must be given marks that fairly reflect the relevant knowledge and skills demonstrated.

Mark schemes should be read in conjunction with the published question papers and the Report on the Examination.

OCR will not enter into any discussion or correspondence in connection with this mark scheme.

© OCR 2011

Any enquiries about publications should be addressed to:

OCR Publications  
PO Box 5050  
Annesley  
NOTTINGHAM  
NG15 0DL

Telephone: 0870 770 6622  
Facsimile: 01223 552610  
E-mail: [publications@ocr.org.uk](mailto:publications@ocr.org.uk)

Question	Answer	Marks	Additional Guidance
1	<p><b>Using Table 1, calculate the difference in pay for a BNL employee if the proposed piece rate system is introduced.</b></p> <p><b>(Assume an employee works 46 hours on the present pay system and is able to pack nine pallets an hour for 46 hours in the proposed piece rate system.)</b></p> <p>£7.75 x 37 hrs = £286.75 (1)            £11 x 9 hrs = £ 99.00            Total pay for 46 hrs = £385.75 per week (1)</p> <p>Piece rate at £1 x 9 x46 = £414.00 (1)</p> <p>Difference (£414- £385.75) = £ 28.25 (1)</p> <p><b>NB: If correct answer given award 4 marks.</b></p>	[4]	
2	<p><b>Analyse <u>two</u> likely benefits to BNL of changing the method of payment to a piece rate system?</b></p> <p>Possible increase in productivity leading to a higher level of output which will allow BNL to meet its orders or any additional orders quickly, giving it a competitive edge. However, the piece rate is an average and, therefore, some employees may be worse off and leave, resulting in the need to advertise and recruit more staff at an additional cost to BNL. However, the benefit is that it can attract people who would be willing to accept such working arrangements. The change in pay assumes that all employees will want to work 46 hours a week in order to gain the additional income of £28.25 and, therefore, increase output, enabling BNL to increase its output and, therefore, meet the additional orders. The costs will be more directly related to the actual output of the employees. Easier to identify (in)efficient employees. Hard work is rewarded.</p> <p>ARA, which considers a <b>positive</b> implication for or a reaction of BNL, should be awarded L3 marks.</p>	[6]	<p><b>Ensure answers highlight benefits to BNL.</b></p> <p><b>Only one benefit analysed 5 marks.</b></p> <p><b>Only one benefit explained 3 marks.</b></p> <p><b>May award L2 for references to staff being motivated but for L3 candidates will need to highlight benefits of this to BNL.</b></p>









Question	Answer	Marks	Additional Guidance
	<p><b>Level 3</b> Candidate demonstrates analytical skills when considering implications of the possible employee participation scheme.</p> <p>Relatively straightforward ideas have been expressed with some clarity and fluency. Arguments are generally relevant though may stray from the point of the question. There will be some errors of spelling, punctuation and grammar, but these are unlikely to be intrusive or obscure meaning.</p> <p><b>NB: Analysis must be in the context.</b></p> <p><b>Level 2</b> Candidate is able to apply relevant details of employee participation schemes. No context required. There are likely to be some errors of spelling, punctuation and grammar of which some may be noticeable and intrusive.</p> <p><b>Level 1</b> Candidate offers relevant theoretical knowledge only. There will be some errors of spelling, punctuation and grammar which will be noticeable and intrusive. Writing may also lack legibility.</p>	<p>[7-12]</p> <p>[3-6]</p> <p>[1-2]</p>	

**OCR (Oxford Cambridge and RSA Examinations)**  
**1 Hills Road**  
**Cambridge**  
**CB1 2EU**

**OCR Customer Contact Centre**

**14 – 19 Qualifications (General)**

Telephone: 01223 553998

Facsimile: 01223 552627

Email: [general.qualifications@ocr.org.uk](mailto:general.qualifications@ocr.org.uk)

**[www.ocr.org.uk](http://www.ocr.org.uk)**

For staff training purposes and as part of our quality assurance programme your call may be recorded or monitored

**Oxford Cambridge and RSA Examinations**  
**is a Company Limited by Guarantee**  
**Registered in England**  
**Registered Office; 1 Hills Road, Cambridge, CB1 2EU**  
**Registered Company Number: 3484466**  
**OCR is an exempt Charity**



**OCR (Oxford Cambridge and RSA Examinations)**  
**Head office**  
**Telephone: 01223 552552**  
**Facsimile: 01223 552553**