Write your name here				
Surname	Other r	names		
Pearson Edexcel GCE	Centre Number	Candidate Number		
Applied Business Unit 1: Investigating People at Work				
Thursday 19 May 2016 – Time: 1 hour 30 minute		Paper Reference 6916/01		

Instructions

- Use **black** ink or ball-point pen.
- Fill in the boxes at the top of this page with your name, centre number and candidate number.
- Answer **all** questions.
- Answer the questions in the spaces provided
 - there may be more space than you need.

Information

- The total mark for this paper is 90.
- The marks for **each** question are shown in brackets
 - use this as a guide as to how much time to spend on each question.
- Questions labelled with an **asterisk** (*) are ones where the quality of your written communication will be assessed
 - you should take particular care with your spelling, punctuation and grammar, as well as the clarity of expression, on these questions.

Advice

- Read each question carefully before you start to answer it.
- Try to answer every question.
- Check your answers if you have time at the end.

Turn over ▶



After leaving art college with a degree in furniture and product design, Chloe Solomon drifted from job to job. Eventually, she found that a way to fulfil her creative ambition, and make money, was to up-cycle vintage furniture. This meant that she started to buy pieces of old furniture at a low cost, then clean, restore and redecorate each item to appeal to the current market for retro furniture. Chloe's main problem was that if she spent time buying items and doing the restoration herself, there was no time left to do the selling.

This problem was solved when Chloe met an old friend, Jack Taylor, who had just been made redundant from his job as a sales representative. Chloe and Jack thought that the combination of her creative skills and his sales skills, in a growing market, was a good business opportunity. They contacted a local solicitor, signed a Deed of Partnership, and started trading as *Retro Alliance*, with Chloe in charge of production and Jack responsible for sales.

1 (a) State four advantages to Chloe and Jack of forming a partnership.	(4)

(b) Describe why objectives are important for a business	(2)
(c) Outline one non-profit objective that <i>Retro Alliance</i> c	ould adopt. (4)



Chloe and Jack.	
	(6)
Chloe and lack have different roles within Retro Alliance	
	? (4)
(e) How does each role contribute to the success of the business	(4)
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Chloe and Jack have different roles within <i>Retro Alliance</i> . (e) How does each role contribute to the success of the business	(4)

luring your course. Refer to this business when answering Quest	ion 1(f).
Name of Business:	
Main Activities:	
f) Outline the organisational structure of this business.	(4)



Name of Business:	
Main Activities:	
What day-to-day activities would be carried out b	y a manager in this business?
	(6)

You are advised to read the question below, before choosing your business.



2 Chloe and Jack need a van to collect and deliver furniture. The van they wan will cost £19 200. Chloe does not have any savings. Jack offers to buy the valuatiness and will use his £11 000 redundancy money and a personal bank lo £8 200 to finance the purchase.	n for the
*(a)Consider how this could affect the partnership.	
	(12)



Having purchased a van, Retro Allianco b) Give Chloe and Jack the main step	os of the interview process for the driver.	
		(4)
	al responsibility that <i>Retro Alliance</i> will hav	/e
c) Advise Chloe and Jack on one legatowards the new driver.	al responsibility that <i>Retro Alliance</i> will hav	/e (4)
	al responsibility that <i>Retro Alliance</i> will hav	
	al responsibility that <i>Retro Alliance</i> will hav	
	al responsibility that <i>Retro Alliance</i> will hav	
towards the new driver.	al responsibility that <i>Retro Alliance</i> will have	
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towards the new driver.	al responsibility that <i>Retro Alliance</i> will have	
towards the new driver.	al responsibility that <i>Retro Alliance</i> will have	(4)
towards the new driver.		(4)
towards the new driver.		(4)

ng your course. Refer to this bus		ss that you have st wering Question 2	
nme of Business:			
ain Activities:			
Dutline the main reason why this bu	usiness needs to	recruit employees.	(4)



In the space below, record the details of ONE business that you have studied during your course. Refer to this business when answering Question 2(e).

Name of Business:	
Main Activities:	
e) Using an example of consumer protection legislation business.	n, explain how this affects the
Duallicas.	(6)



,	Chlos and lack do not have any experience in requiting ampleyees. They have have	
3	Chloe and Jack do not have any experience in recruiting employees. They have been advised that they will need to write a job description and a person specification.	
	*(a) Discuss the different roles of a job description and a person specification in the recruitment and selection process.	
	recruitment and selection process.	(12)



employees.				(4)
				(4)
bloo and lack have no	ou appointed a drive			
hloe and Jack have no				
hloe and Jack have no			driver?	(4)
	for Chloe and Jack to	o motivate the new		
) Why is it important	for Chloe and Jack to	o motivate the new		
) Why is it important	for Chloe and Jack to	o motivate the new		
) Why is it important	for Chloe and Jack to	o motivate the new		
) Why is it important	for Chloe and Jack to	o motivate the new		

uring your course. Refer to this business when answering Question 3(d).				
me of Business:				
in Activities:				
Outline one example of how working conditions are used to retain employees in				
nis business.				(4)



n the space below, record the details of ONE business that you have studied luring your course. Refer to this business when answering Question 3(e).			
Name of Business:			
Main Activities:			
What use does this business make of financial incentive	s? (6)		
(Tot	al for Question 3 = 30 marks)		
	TAL FOR PAPER = 90 MARKS		



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