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Cambridge International Advanced Subsidiary and Advanced Level

BUSINESS 9609/32

Paper 3 Case Study

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MARK SCHEME
Maximum Mark: 100

Published

This mark scheme is published as an aid to teachers and candidates, to indicate the requirements of the examination. It shows the basis on which Examiners were instructed to award marks. It does not indicate the details of the discussions that took place at an Examiners' meeting before marking began, which would have considered the acceptability of alternative answers.

Mark schemes should be read in conjunction with the question paper and the Principal Examiner Report for Teachers.

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Generic Marking Principles

These general marking principles must be applied by all examiners when marking candidate answers. They should be applied alongside the specific content of the mark scheme or generic level descriptors for a question. Each question paper and mark scheme will also comply with these marking principles.

GENERIC MARKING PRINCIPLE 1:

Marks must be awarded in line with:

- the specific content of the mark scheme or the generic level descriptors for the question
- the specific skills defined in the mark scheme or in the generic level descriptors for the question
- the standard of response required by a candidate as exemplified by the standardisation scripts.

GENERIC MARKING PRINCIPLE 2:

Marks awarded are always whole marks (not half marks, or other fractions).

GENERIC MARKING PRINCIPLE 3:

Marks must be awarded **positively**:

- marks are awarded for correct/valid answers, as defined in the mark scheme. However, credit
 is given for valid answers which go beyond the scope of the syllabus and mark scheme,
 referring to your Team Leader as appropriate
- marks are awarded when candidates clearly demonstrate what they know and can do
- marks are not deducted for errors
- marks are not deducted for omissions
- answers should only be judged on the quality of spelling, punctuation and grammar when these features are specifically assessed by the question as indicated by the mark scheme. The meaning, however, should be unambiguous.

GENERIC MARKING PRINCIPLE 4:

Rules must be applied consistently e.g. in situations where candidates have not followed instructions or in the application of generic level descriptors.

GENERIC MARKING PRINCIPLE 5:

Marks should be awarded using the full range of marks defined in the mark scheme for the question (however; the use of the full mark range may be limited according to the quality of the candidate responses seen).

GENERIC MARKING PRINCIPLE 6:

Marks awarded are based solely on the requirements as defined in the mark scheme. Marks should not be awarded with grade thresholds or grade descriptors in mind.

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Question	Answer				
1		e the likely impact or ar market.	n AEV's profit of	intervention by governments	10
	Level	Knowledge 3 marks	Application 2 marks	Analysis 5 marks	
	2	3 marks Understanding of impact/intervention	2 marks Points applied to AEV	4–5 marks Good use of theory and/or reasoned argument to explain impact on profit	
	1	1–2 marks Identification of intervention and/or impact	1 mark Point applied to AEV	1–3 marks Some use of theory and/or reasoned argument to explain impact	
	• Und - - - - Und	inition of profit: revenulerstanding of types of Regulation. Rules the constrain business at Indirect taxation (to obusiness Subsidies/government encourage an increase lerstanding of impact ted to indirect tax on other standing of the constraint	f government inte at businesses have ctivity correct market fail at grants. Reduce se in output of subsidies on A	ervention: we to abide by in a market and ure). Increase costs of supply to the costs of production and EV, e.g. increase in AEV sales	
	 Ban ove cars Incr Ben AE\ Gov cars 	on sale of diesel cars r non-electric cars in t s and ban will increase ease in fuel duty on p refit is in long term as vehicles with zero en has received \$1 bn increment action to incre	he market OR go e competition in e etrol in 2019 will some regulations missions will not l n government gra rease availability	s will come into force in 2030 be subject to the regulations	

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Question	Answer	Marks
1	 Analysis Diesel ban will reduce competition for AEV resulting in a potential increase in sales of electric vehicles and increase in AEV's profits as a result Announcement of changes will influence trends in the market leading to a rise in electric vehicle sales immediately Increase in fuel duty will make vehicles using petrol/diesel less competitive in the market. This will boost AEV sales, as electric vehicles will be relatively less expensive to run Country C tax on imports will increase the selling price of AEV cars reducing demand and profit Subsidies received by AEV from government may have conditions attached which impact AEV operations Subsidies received by AEV provides finance for investment to develop products, manufacturing and workforce Subsidies enable expansion of output by reducing costs and therefore increase sales and potentially profit 	

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Question	Answer	Marks
2(a)(i)	Refer to Appendix 1. Calculate for 2019:	3
	the dividend yield	
	Units necessary for full marks	
	dividend yield = dividend per share/share price × 100 and/or dividend per share = total dividend/number of shares (1 mark if no relevant working)	
	dividend per share = 10/70 = (\$)0.143 (1)	
	dividend yield = 0.143/130 × 100 (2)	
	dividend yield = 0.11% or 0.1% or 0.1098% (3)	
	0.11 (2)	
	Common errors Total dividend rather than dividend per share: 10/130 × 100 = 7.69(%) (relevant working required) (1)	
	OFR applies	
2(a)(ii)	the price earnings ratio	4
	price earnings ratio = share price/EPS (1 mark if no relevant calculation)	
	EPS = profit for the year/total shares issued (1 mark if no relevant calculation)	
	EPS = 48/70 (1) EPS = 48/70 = (\$)0.69 or 0.7 or 0.686 (2)	
	Price earnings ratio = 130/0.69 (3)	
	Accept range for PER between: 185.7 to 191.2 (years or times) (4)	
	185.7 to 191.2 \$ or % (3)	
	Errors Earnings rather than earnings per share 130/48 = 2.71 (years or times) (2 marks if appropriate working shown)	
	Incorrect profit figure used \$60 m Answers within range 151 to 153 (years or times), e.g. 130/0.857 = 151.69 (3 marks appropriate working required)	
	OFR applies	

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Question	Answer	Marks
2(a)(iii)	the return on capital employed.	3
	Units necessary for full marks	
	ROCE = Operating profit/capital employed × 100 (1 mark if no relevant calculation)	
	Capital employed = 3 + 2.5 = 5.5(\$ bn) (1)	
	ROCE = 0.06/5.5 × 100 (2)	
	ROCE = 1.09% (3) 1.09 (2)	
	Profit for year used $0.048/5.5 \times 100 = 0.87\%$ (2)	
	Following answers are given 2 marks if relevant working shown: $0.06/2.5 \times 100 = 2(\%)$ $0.06/3 \times 100 = 2.4(\%)$ $0.6/5.5 \times 100 = 10.9(\%)$	
	OFR applies	

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Question			Ar	nswer		Marks	
2(b)	Refer to 2(a) and any other information. Recommend whether potential investors should purchase shares in AEV. Justify your recommendation.						
	Level	Knowledge 2 marks	Application 2 marks	Analysis 4 marks	Evaluation 4 marks		
	2	2 marks Two relevant points	2 marks Two points applied	3–4 marks Good use of theory and/or reasoned argument to analyse factors	3–4 marks Good judgement shown, e.g. well supported conclusion		
	1	1 mark Relevant point	1 mark Point applied	1–2 marks Some use of theory and/or reasoned argument to analyse factors	1–2 marks Some judgement shown, e.g. one factor very important		
	- (- [Understa • Asse • Curre	stors will be into Capital gains fr Dividend paid founding of relevants ssment of future	om increase in or ownership nt factors in de re profitability o e, e.g. profit of	ecision			
	take mark Low Divid Prop Share Regu Mark AEV Curre conc AEV Succ	e earnings ration many years to et has confider ROCE of only end yield is vere osed increase e price has rise et capitalisation profits have been about liquical has used signification of the confiderity	gain a return once about futured 1.09% Try low – 0.11% in dividend to be should benefing for AEV is high ecome positive ecreased and is dity	pe paid in 2019 from 2 st year t AEV and therefore it h relative to assets of in last year s quite low (below 1.5) er last year (\$200 m) ery technology	also suggests that 018 s profits the business		

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Question	Answer	Marks
2(b)	 Analysis AEV faces many difficulties in increasing profits and profitability – problems in operations to meet demand and need to increase finance to fund expansion. This means that investment is risky for potential investors Akira committed to growth strategies. This will reduce dividends in the future as any profits likely to be retained for investment Profitability is low suggesting lack of dividend payments Markets are changing in AEV's favour. This will increase future potential for profits and therefore returns to investors 	
	 Evaluation Justification of most important factor This is a risky investment as AEV profits are low and returns are long term Is the market capitalisation unrealistic and purely based on potential rather than actual performance? Dividend yield is very low: 0.11% – how does this compare with other investments? 	

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Question			Ansv	wer		Marks	
3	'AEV is unable to meet this demand due to a lack of capacity and supply constraints' (Lines 47–48).						
	Other than expansion of CellX, discuss ways in which the Operations Management Department of AEV could solve this problem.						
	Level	Knowledge 2 marks	Application 2 marks	Analysis 6 marks	Evaluation 6 marks		
	2	2 marks Two relevant points	2 marks Good application to AEV	4–6 marks Good use of theory and/or reasoned argument to	4–6 marks Good judgement shown		
	1	1 mark One relevant point	1 mark Some application to AEV	1–3 marks Some use of theory and/or reasoned argument	1–3 marks Some judgement shown		
	Identifica Outs Improempl Redu New Find Take JIT n	ation/understandourcing production ove efficiency — in oyees more effecture labour turnove manufacturing by new suppliers erover supplier	ding of options on ncrease labour ctively er ase	chievable with current s productivity, e.g. by manager nore efficient use of ex	otivating		
	 Incre units Akira reduction Sourtion Take Investigation Negotian 	kers already facing ase in production per year a is worried about ces output ce materials for be over supplier in st in new manufa	n required is signatured is signatured in the country	nificant. Current product. This is a contributory countries other than country f workforce is unionise	y factor that untry C		

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Question	Answer	Marks
3	 Analysis Outsourcing could risk loss of control over quality of components such as batteries. This could further impact reputation of AEV Outsourcing involves no major capital investment and therefore aids AEV's cash flow Establishing a new manufacturing base will be expensive and affect AEV's cash flow and result in greater coordination problems – diseconomies of scale Reducing labour turnover will ensure that AEV keeps experienced workers and thus enable an increase in output JIT manufacturing/lean production enables a more efficient use of resources thus increasing output per worker JIT can reduce storage of inventory and allow a more efficient use of space for production leading to an increase in output 	
	 Evaluation Depends on the cost of outsourcing Difficult working conditions may make reducing labour turnover challenging As batteries depend on rare materials it may not be possible to source the materials from elsewhere Given the increase in production required expansion of CellX may be only viable approach but this will take time and not alleviate the immediate capacity problems faced Supplier constraints likely to be faced by all manufacturers of electric vehicles so gaining control of supplier may be the best option Some options may in theory enable an increase in capacity but do not necessarily address the supply constraints faced JIT manufacturing Improvements in efficiency Reduction in wastage 	

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Question	Answer	Marks
4(a)	Refer to Table 1. Calculate the difference in labour turnover between 2017 and 2018.	4
	For full marks units are necessary	
	Labour turnover = Number of employees leaving over period/Average number of employees during period × 100 (1 mark if no relevant calculation)	
	Labour turnover 2018 = $165/1300 \times 100 = 12.69(\%)$ Allow appropriate rounding (1)	
	Labour turnover 2019 = $250/1500 \times 100 = 16.67(\%)$ Allow appropriate rounding (1)	
	Change in labour turnover = 4% (points) (increase of 31.5%) (4) Within range of 3.9% – 4% (4)	
	Within range of: 3.9–4 or 31.5 (3)	
	OFR applies	

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Question	Answer							
4(b)	Discuss the importance of human resource management to the success of the planned expansion of the CellX manufacturing centre.							
	Level	Knowledge 2 marks	Application 2 marks	Analysis 4 marks	Evaluation 4 marks			
	2	2 marks Two relevant points	2 marks Two points of application	3–4 marks Good use of theory and/or reasoned argument	3–4 marks Good judgement shown e.g. well supported conclusion			
	1	1 mark One relevant point	1 mark One point of application	1–2 marks Some use of theory and/or reasoned argument	1–2 marks Some judgement shown			
	 Motivation of employees Importance of cooperation between management and the workforce to success Recruitment, selection and training 							
	Application High labour turnover of 16.7% is a problem for AEV operations High union density Workforce planning to recruit 2000 workers with appropriate skills Need to double output per employee to meet target Reference to issues of employee dissatisfaction Long hours Compulsory overtime Unrealistic production targets?							
	 Employee health and safety Quality problems may be linked to employee dissatisfaction 							
	 Analysis If labour turnover continues to increase this will impact AEV's ability to meet the growing demand for vehicles. Delays in delivery of vehicles will impact reputation and future sales as customers will go elsewhere Quality problems will also harm sales in the long term. Employee concerns need to be addressed to improve product Determination of employment contracts in order to control costs 							

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Question	Answer	Marks
4(b)	 Evaluation Justification of most important issue Success of expanded CellX depends crucially on employees. HRM is critical in terms of planning and execution of the expansion There are other factors that will also determine success, e.g. supplies of raw materials from country C for the batteries Depends on availability of finance 	

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Question	Answer						
5	Discuss t	the significanc	e of product d	evelopment to AEV's	future success.	1	
	Level	Knowledge 2 marks	Application 2 marks	Analysis 6 marks	Evaluation 6 marks		
	2	2 marks Good knowledge shown	2 marks Good application to AEV	4–6 marks Good use of theory and/or reasoned argument	4–6 marks Good judgement shown		
	1	1 mark Some knowledge shown	1 mark Some application to AEV	1–3 marks Some use of theory and/or reasoned argument	1–3 marks Some judgement shown		
	 Definition of product development within Ansoff's Matrix framework, i.e. new product for existing market Definition of product development: the development and sale of new products or new developments of existing products Definition of research and development: scientific research and technological development. This will contribute to product development Benefits of product development: Competitive advantage Developing products to meet customer expectations Application Significance of improvements in battery technology to gaining competitive advantage. R&D's contribution to increasing energy density Reference to data in Fig. 1 						
	R&DAEV4produRefer	has helped redu model importa	uce battery cos nt to take AEV bing electric tru	from a niche producer ck			
	 comp Electric making distangular Increase promotes Developed 	etitiveness of A ric vehicle sales ng them less des nces asing energy de otion of AEV pro	EV relative to of face constrain sirable than alto notice to gain of the broadened A	pe reduced increasing to competitors t of range of vehicles of ernatives due to difficult ve the product and car customer interest EV's market appeal re	on battery charge Ity of driving long In be used in		
		nce reputation a		e company increasing l	brand loyalty and		

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Question	Answer	Marks
5	 Product development essential in this market as without it product unable to compete with existing technologies Cost of research is high and not guaranteed to be successful First mover advantage may be important Dynamic nature of the car market requires AEV to be constantly developing its products to maintain a competitive edge Other factors will be important to future success, e.g. government policy 	

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Questions 6 and 7 use this marking grid:

Level	Knowledge 3 marks	Application 3 marks	Analysis 4 marks	Evaluation 10 marks
3				7–10 marks Good judgement shown throughout with well supported conclusion/recommendation, focused on the business in the case
2	3 marks Good understanding shown	3 marks Good application to the case	3–4 marks Good use of reasoned argument or use of theory to explain points made	4–6 marks Some judgement shown in the main body of the answer and an attempt to support conclusion/recommendation, focused on the business in the case OR effective and well supported conclusion/recommendation, focused on the business in the case
1	1–2 marks Some understanding shown	1–2 marks Some application to the case	1–2 marks Limited use of reasoned argument or use of theory to support points made	1–3 marks Limited attempt to show judgement either within the answer OR a weakly supported conclusion/ recommendation with some focus on the business in the case
0	No creditable content			able content

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Question	Answer	Marks
6	Evaluate the importance of business planning to AEV's future profitability.	20
	Examiner reminder: L2 EVAL should be awarded if: some judgement shown in the main body of the answer and an attempt to support conclusion/recommendation, focused on the business in the case OR effective and well supported conclusion/recommendation, focused on the business in the case	
	 Knowledge Definition of business planning: setting objectives and determining strategies and their implementation to achieve objectives including the use of contingency planning for unexpected events Planning gives direction to the business Planning promotes coordination of different parts of business towards a single goal Helps secure finance from investors 	
	 Application Failure of AEV to meet demand for AEV4 Problems of quality with previous model launches and link to planning Reference to the two strategic options under consideration Reference to the expansion of CellX Reference to R&D and market objectives of AEV 	
	 Analysis Analysis of benefits of planning and consequences of poor planning Failure of AEV to plan appropriately for demand for AEV4 is damaging cash flow and reputation and therefore will lose profits Expansion of CellX factory requires resources – capital and labour – planning necessary to ensure disruption to production is minimised and resources available as necessary Joint venture requires planning to overcome cultural differences between organisations and deal with issues regarding operating in another country, e.g. dealing with the government. How the joint venture is to be managed will need to be established in advance of operations 	

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Question	Answer	Marks
6	 Evaluation AEV operates in a dynamic market and therefore planning is essential to ensure the effective use of resources to meet changes in the market Planning needs to be reviewed in light of changes in the market, e.g. considering impacts of changes in the law and to be constantly updated Planning is important but without effective implementation success less likely Planning more likely to be effective if it is agreed so communication with, and involvement of, employees are important 	

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Question	Answer	Marks
7	Recommend which one of the two strategic options AEV should choose. Justify your recommendation. Your answer must include an evaluation of strategic choice techniques.	20
	Examiner note: Limit to 4 marks EVAL if no evaluation of SC techniques made	
	Examiner reminder: L2 EVAL should be awarded if: some judgement shown in the main body of the answer and an attempt to support conclusion/recommendation, focused on the business in the case OR effective and well supported conclusion/recommendation, focused on the business in the case	
	 Knowledge Knowledge of strategic choice techniques Decision trees Ansoff's matrix Force-field analysis Investment appraisal 	
	 Understanding of relevant factors: ARR – measures return on investment. Higher % the better Lower capital cost will be preferable Lower risk of failure is preferable Lower payback period is preferable Use of AEV's core competencies Understanding of strengths and weaknesses of AEV Understanding of opportunities and threats facing AEV 	
	 Application According to Ansoff's matrix, the joint venture is market development and the truck is product development or diversification Capital cost of Option 2 is \$700 m more than Option 1 Risk of failure is 5% points more for Option 2 than Option 1 ARR of Option 1 is 10% compared to 8% for Option 2 Gearing ratio in 2019 is 55% Use of driving force/constraining force information, e.g. culture clash 	

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Question	Answer	Marks
7	 Analysis Establishing a greater presence in Country C through the joint venture would enable an increase in market share in the most important market in the world. This may offer significant potential for future growth Delaying building a factory in country C would enable existing manufacturers to consolidate their position in the market Development of a truck will take longer and significantly more capital than Option 1 increasing pressure on cash flow of AEV Decision tree analysis encourages a logical approach to decision making which can reduce the risk of taking strategic decisions thus reducing the chance of failure 	
	 Success of AEV in developing battery technology suggests that AEV has the ability to develop the technology further for use in trucks Evaluation Supported judgement for either option Identification of most important factor in choosing which option should be chosen, with supporting argument, e.g. capital cost with reference to gearing and cash flow over last year Will shareholders be prepared to wait for returns from Option 2? Ansoff's analysis only considers two main factors – it is important to consider SWOT and PEST to provide a more complete picture Force-field analysis: allocation of numerical figure to driving and constraining forces is subjective and managers may fail to identify all relevant factors 	
	 Decision tree limitations include the accuracy of the data used and estimates of probability. Does not consider the qualitative factors on a decision Expected returns in a decision tree are average returns are not necessarily the final result Decision trees do not eliminate risk 	





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