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Final Mark: **88/100**

Level: Upper Intermediate

Company: Accenture

Vocabulary (10pts total)

 Complete the sentences using the words below.

Words:

self-motivation - reward - incentive - benefit - performance -
appreciate - enthusiasm - praise - recognition - achievements

TOPIC: Workplace Motivation

Use each word once only to complete the sentences.

1. Employees often work harder when they receive a financial ___ **recognition** **Incorrect** ___ at the end of the year.
2. Good communication and teamwork can improve overall employee ___ **performance** **Correct** ___.
3. One major ___ **benefit** **Correct** ___ of working remotely is having a more flexible schedule.
4. Managers should always ___ **appreciate** **Correct** ___ workers who make a special effort.
5. Her positive attitude and ___ **enthusiasm** **Correct** ___ made the whole team feel more energetic.
6. The company gave him an award in ___ **reward** **Incorrect** ___ of his twenty years of service.
7. Successful sales figures and completed projects are important career ___ **achievements** **Correct** ___.

8. Some employees do not need constant supervision because they have strong ___**self-motivation**___ **Correct**_____.
9. Public ___**praise**___ **Correct**_____ from a manager can increase workers' confidence and motivation.
10. Many companies use bonuses as a ___**incentive**___ **Correct**_____ to encourage employees to reach their targets.

8pts

Grammar (20pts total)

2 Complete the question tags. (10pts)

- a. You went to the beach last summer, ___didn't you____? **Correct**
- b. She didn't enjoy the flight, _____ did she _____? **Correct**
- c. They stayed in a hotel, _____? **Correct**
- d. Your friends have visited Chile, by haven't they _____? **Correct**
- e. He can speak English well, _____? **Correct**
- f. We aren't late, _____ are we _____? **Correct**
- g. You've never traveled alone, _____ have you _____? **Correct**
- h. It was an amazing trip, ___wasn't it____? **Correct**
- i. The food wasn't very good, _____ was it _____? **Correct**
- j. You'd like to go again, ___didn't you____? **Correct**

10pts

3 Choose the correct option (present, past and future ability.) (5pts)

- a. My sister ___CAN___ speak three languages. **Correct**
a) can
b) can to
- b. We ___WON'T BE ABLE TO___ come to class tomorrow because we're sick. **Correct**

- a) won't be able to
b) aren't able to
- c. I ___CAN___ swim very well. **Correct**
a) can
b) is able to
- d. They __ARE ABLE TO___ use the new software now. **Correct**
a) are able to
b) can to
- e. He ___CAN'T___ drive yet because he's only sixteen. **Correct**
a) can't
b) isn't able

5pts

4 Error correction activity. Correct the mistakes, each sentence has one mistake (present, past and future ability.) (5pts)

I could finished the test. | I was able to ~~finished~~ the test. **Incorrect**

She managed pass the exam. | She managed to pass the exam. **Correct**

We will can travel next year. | We will be able to travel next year. **Correct**

He wants be able to cook. | He wants to be able to cook. **Correct**

Yesterday I could open the door after many tries. | Yesterday I managed to open the door after many tries. **Correct**

4pts

Reading (15pts total)

5 Read the text and decide if the sentences are true or false.

a) There are more jobs than people to fill them in Japan.

FALSE **Incorrect**

b) Some 130,000 permanent and temporary workers are entitled to help if they need to relocate within the company. **FALSE, only permanent**

workers**Correct**

c) The conditions in a new job will most likely be quite different in a new workplace when employees have to relocate for personal reasons.

FALSE, the program wants to keep similar terms in hiring conditions**Correct**

d) Most of the dealerships in the programme are not owned or controlled in any way by Toyota. **TRUECorrect**

e) One reason for the programme is to keep skilled employees from going to work for competitors. **TRUECorrect**

f) This programme works mostly with women as they are more likely to move or leave. **TRUEIncorrect**

10pts



NIKKEI
ASIAN
REVIEW

Toyota dealerships help relocating employees stay in the family

Rehiring program aims to keep skilled personnel within automaker's Japan dealer network

Toyota Motor dealerships across the country are offering employees who relocate to get married, care for loved ones or for other reasons a chance to work at other locations – an unusually broad-based effort in labor-scarce Japan to retain experienced hands. Rarely has an organization dealt with employee relocation with this goal in mind.

The Toyota Dealer Association, a Tokyo-based group overseeing 394 operators of dealerships, has created a rehiring support network covering about 130,000 full-fledged workers at some 7,000 locations.

Workers whose circumstances require them to move – say, when their spouse has a job transfer – can choose to receive a list of human resources managers for Toyota

dealerships in the part of Japan where they will relocate. Not only will their work experience be taken into account in the rehiring process, but also any network-wide accreditation they have, thus making it easier for them to be rehired at terms similar to their old workplace.

Toyota does not own equity stakes in most of these auto sellers. Until now, dealership employees looking to be hired at another independent outlet would need to go through the entire employment process from scratch.

The program aims to prevent work-ready talent going to competing automakers' dealership networks or other industries. It aims to help the industry to make plans to retain female employees, who are more



likely than men to leave work for marriage or a spouse's job relocation. Women make up more than a tenth of the employees covered by the program.

'It is becoming harder every year to secure workers,' said Kanetaka Hisatsune, head of the Toyota Dealer Association, 'especially young ones.'

Listening (15pts total)

6 Listen to a podcast about managing a company relocation and choose the correct option.

1. Which type of relocation is the main focus of the podcast?

- a. An organisation relocating to a different base along with most of the staff.
- b. Small groups of workers moving as part of a short-term contract.
- c. Individual employees moving to another country for their company. **Correct**

2. According to Alyn, the chance to work and love in another country...

- a. is every employee's ambition.
- b. may not excite every employee. **Correct**
- c. presents a lot of problems for employees.

3. Aylin says that companies may lose good staff if...
 - a. employees are sensitive to changes.
 - b. the employee's point of view is unclear. **Incorrect**
 - c. the relocation is not managed well.
4. To ensure successful relocation, companies should...
 - a. send employees with their partners and/or families.
 - b. check that everyone knows what to expect. **Correct**
 - c. have a flexible relocation strategy.
5. Alyn thinks that, when relocating staff, companies should...
 - a. prioritise single people.
 - b. only send people with a good support network.
 - c. choose the employee best suited for the role. **Correct**

12pts

Writing (20pts total)

- 7** Write an email about relocation using the following instructions:

Main Writing Task

Situation

Your company plans to relocate several employees to another country for 12 months. Management wants feedback from staff before making a final decision.

Task

Write an email to the HR department (180–220 words) in which you:

- give your opinion about employee relocation
- explain possible benefits and challenges
- suggest ways the company can support employees
- say whether you would personally accept relocation

Dear HR department:

I received the communication about the upcoming employees relocation program. I have to say it is a really good opportunity for our team to expand their knowledge, create new relationships between different sales areas and to face new professional challenges. I'm worried about the personal challenges that they may have and the impact on their performance. We know being away from family and from our culture is difficult, and the duration of the program is long.

I want to make sure they ~~received~~ receive some ~~facilities~~ benefits to make their experience is better. It could be good to keep all the members of the program close to each other so they can share food, music, experiences, that makes them feel closer to home. Also, as the program will relocate them to another time zone, ~~I plan to~~ it should guarantee ~~them~~ that they will be able to pause between working hours to communicate with family and friends.

I'm excited to see how our team performs in another country. I trust their adaptability skills and I'm sure the program will lead to good achievements. But more importantly, I want to take care of their personal experience, as their personal wellbeing impacts directly on their professional performance.

19pts



Speaking (20pts total)

 Discuss the following questions:

Discussion: Relocation

Ask students to discuss these questions:

1. Would you accept a job relocation abroad? Why / Why not?
2. What problems might employees face when moving to another country?
3. What support should companies provide to relocated workers?
4. Is relocation easier for younger employees than older employees?

5. How can relocation affect family life?

Grammar	5pts
Pronunciation	5pts
Coherence	5pts
Fluency	5pts

20pts