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Final Mark: **93/100**

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 reward at the end of the year. **Correct**
2. Good communication and teamwork can improve overall employee performance. **Correct**
3. One major benefit of working remotely is having a more flexible schedule. **Correct**
4. Managers should always appreciate workers who make a special effort. **Correct**
5. Her positive attitude and enthusiasm made the whole team feel more energetic. **Correct**
6. The company gave him an award in recognition of his twenty years of service. **Correct**
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\_ from a manager can increase workers' confidence and motivation. **Correct**
10. Many companies use bonuses as a \_incentive\_ to encourage employees to reach their targets. **Correct**

**10pts**

### 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, \_didn't they\_? **Correct**
- d. Your friends have visited Chile, \_haven't they\_? **Correct**
- e. He can speak English well, \_can't he\_? **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, \_wouldn't you\_? **Correct**

**10pts**

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

- a. My sister \_can\_ speak three languages.
  - a) can **Correct**
  - b) can to
- b. We \_won't be able to\_ come to class tomorrow because we're sick.

- a) **won't be able to** **Correct**
- b) aren't able to
- c. I **\_can\_** swim very well.
  - a) **can** **Correct**
  - b) is able to
- d. They **\_are able to\_** use the new software now.
  - a) **are able to** **Correct**
  - b) can to
- e. He **\_can't\_** drive yet because he's only sixteen.
  - a) **can't** **Correct**
  - 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 could finish the test. **Correct**

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 was able to open the door after many tries. **Correct**

**5pts**

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

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

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

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

**13pts**

**NIKKEI  
ASIAN  
REVIEW**

## Toyota dealerships help retaining 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

dealership in any 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. Little had the industry done in the past 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 change.
  - 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 Team,

Thank you for reaching out to hear our thoughts on the proposed international relocation initiative. It's really appreciated that management is opening ~~for a~~ debate before making a final decision.

In my opinion, this program is a fantastic opportunity, though it can generate mixed feelings. On the bright side, the benefits are huge. Professionally, it allows us to test ourselves in a new market, bring back fresh ideas, and build a global network. On a personal level, us Argentinians are highly adaptable, so we usually thrive in new environments. However, the biggest challenge is related to our emotional connections. We are usually too close to our families, friends, and daily routines, so being away for a year is a significant sacrifice.

To make this work, the company's support will be fundamental. Beyond standard logistics, we would need solid assistance with housing, documentation and competitive compensation that protects our financial health.

For colleagues who might struggle with the distance, offering a mid-year flight benefit (or a discount) tied to performance goals would be a huge incentive to help them to ~~take~~ make the final decision.

Personally, I would definitely accept the challenge. The chance to grow and represent our team abroad aligns perfectly with my career goals.

Best regards,

Federico Pomponi

**20pts**

**Speaking (20pts total)**

**8** 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 families?

Grammar	4pts
Pronunciation	5pts
Coherence	5pts
Fluency	4pts

**18pts**