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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
_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 finish the test. **Correct**

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

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

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

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. **TrueCorrect**

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

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.

FalseCorrect

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

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**

8pts

**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 area and Japan where they would like to go. Not only will the company's experience be taken into account in the rehiring process, but also any network-wide accreditation they have, the main reason for them to be hired at a dealership 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. Alyn says that companies may lose good staff if...
- a. employees are sensitive to changes.
 - b. the employee's point of view is unclear.
 - c. the relocation is not managed well. **Correct**
4. To ensure successful relocation, companies should...
- a. send employees with their partners and/or families. **Incorrect**
 - b. check that everyone knows what to expect.
 - 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)

 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'm writing to share my opinion regarding the company's plan to relocate employees for 12 months. In general, I believe this initiative might be very beneficial for the company and for the employees.

One important benefit of relocation is the opportunity to have international experience and develop new skills.

Employees will be able to improve their communication abilities, learn about different cultures and expand their professional relationships. Additionally working in another country might increase motivation and create new opportunities to grow within the company.

However, there are some challenges to consider. Staying in the new country for one year without good network support could be stressful. Especially if you have family, the kids would not be able to integrate in school and might miss their country, culture and friends, and the employees performance may be affected.

To support employees, the company should provide good accommodation, assistance for the family and integrate them to the new culture with an agreement in clubs. Also the company could give some financial support to make activities with families in the employees' free time to integrate better.

Personally, I would accept a relocation because I love changes and the idea to live in a different culture and know about them. Also I consider that I might make a good coworker network and I will be seen as a valuable professional to the company.

Regards, Lucas.

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 family life?

Grammar	3pts
Pronunciation	5pts
Coherence	5pts
Fluency	5pts

18pts