

**CHRISTIAN SOCIAL SERVICES COMMISSION (CSSC)  
NORTHERN ZONE JOINT EXAMINATIONS SYNDICATE (NZ-JES)**



**FORM SIX PRE-NATIONAL EXAMINATIONS 2026  
152/2                      COMMERCE 2**

**MARKING SCHEME**



## QUESTION 02:

⇒ Factors to be considered in selecting office location

- (i) The office should be suited in a place which is convenient to the employees, customers, supplies.
- (ii) The office should be suited in a place which is well connected by convenient modes of transport, such as roads, and railways as this makes the transport of goods and people easy and saves time.
- (iii) The office should be near other offices which are engaged in the same line of trade or near the center of the general business district.
- (iv) The office should be situated at close proximity to service facilities like banks, insurance and post office.
- (v) The office space should be sufficient considering the number of employees working in the office, the visitors expected and should also be able to meet the future growing needs of the organization.
- (vi) There should be convenient amenities such as washroom, restroom, canteen and others to ensure the comfort of the staff.

Introduction = 01 Mark.  
6 points @ 3 Marks = 18 Marks  
Conclusion = 01 Mark.  
Total = 20 Marks.

## QUESTION 03:

⇒ Measures to control unfavourable balance of payment.

- (i) To encourage exportation.
- (ii) To devalue the currency.
- (iii) To discourage importation.
- (iv) Application of import duties or other import quotas.
- (v) To produce import substitute locally.
- (vi) Borrow from other countries and international financial organization such as world bank and International monetary funds.

Introduction = 01 Mark.  
6 points @ 3 Marks = 18 Marks.  
Conclusion = 01 Mark.  
Total = 20 Marks.

## QUESTION 04

⇒ Negative effects of taxation.

- (i) Cause inflation.
- (ii) Discourage investment.
- (iii) Discourage saving. (Reduce disposable income)
- (iv) Discourage people from work hard.
- (v) Diversion in allocation of resources.
- (vi) Income inequalities.
- (vii) Unrests and risks.

Introduction = 01 Mark.  
6 points @ 3 Marks = 18 Marks.  
Conclusion = 01 Mark.  
Total = 20 Marks.

## QUESTION 05:

⇒ Sources of information

- (i) Tanzania chamber of commerce, industry and agriculture. (TCCIA)
- (ii) Foreign firms representatives in the country.
- (iii) Board of external Trade. (BET)
- (iv) The consular services.
- (v) International trade fairs.
- (vi) Newspaper, journals, publication (through advertisement)
- (vii) Visiting various websites.
- (viii) Direct contact with the foreign exporters through several means of communication.

Introduction = 01 Mark.  
6 points @ 3 Marks = 18 Marks.  
Conclusion = 01 Mark.  
Total = 20 Marks.

## QUESTION 06

- ⇒ Objectives of the Market Research.
- (i) To find potential Market.
  - (ii) To find out the taste and preference of consumers
  - (iii) To find out the best methods of advertising a given product.
  - (iv) To know the quantities required.
  - (v) To identify the right channel of distribution
  - (vi) To identify the needs of different goods of people.
  - (vii) To gauge the level of competition.

Introduction = 01 Mark.  
6 points @ 3 marks = 18 Marks.  
A oncclusion = 01 Mark.  
Total = 20 Marks.

## QUESTION 07

⇒ Proper staffing ensures the following benefits to the organization.

(i) Filling the roles by obtaining competent personnel:

⇒ The staffing function is needed to fill the job position. There will be no use of job position unless and until these are occupied by employees.

(ii) Placing right person at the right job:

⇒ Staffing ensures higher performance by placing right person on the right job by proper recruitment and selection.

(iii) Key to effectiveness of other functions:

⇒ Staffing is key to efficient performance of other functions in the management. If an organization does not have a competent personnel, it can not perform other functions like planning, organization and control function properly.

(iv) Helps in competing:

⇒ Two organizations can easily acquire same type of physical and financial resources but what helps organization to win over the other is the efficient staff.

(v) Growth of Enterprise:

⇒ By appointing efficient staff, staffing ensures continuous survival and growth of the enterprise. An organization grows with the efforts of its employees only.

(vi) Optimum utilization of human resources:

⇒ Through manpower planning and job analysis we can find out the number of employees and type of employees required in an organization. So there are no chances of over and shortage or under utilization of person.

vii) Improves job satisfaction and morale of the employees.

⇒ Staffing function does not end only with appointment of employees. It includes training, promotion, compensation etc. All these activities help in motivating the employees and boost up the morale of the employees.

Introduction = 01 Mark.  
6 points @ 3 Mark = 18 Marks.  
Conclusion = 01 Mark  
Total = 20 Marks.