

Writing Model Answers to Mock Test of the Green Book

Task 1

The chart below shows the average expenditure per person on medical care in four countries in 2010 with a forecast for 2030.

Summarise the information by selecting and reporting the main features, and make comparisons where relevant.

The bar graph compares the average per capita spending on medical care in the USA, the UK, Japan and Mexico in 2010 with projections for 2030. Overall, with the exception of the UK, substantial increases are forecast.

Looking first at the data for 2010, expenditure in the USA was by far the highest with over 7,000 dollars per person. In contrast, the figure for Mexico, which recorded the lowest spending, was about a tenth of that amount. The UK and Japan registered similar sums with 3,000 and around 2,700 US dollars respectively.

Turning to the statistics for 2030, medical expenditure in the USA is predicted to grow by approximately 2,000 dollars per person, whereas that of the UK is expected to remain unchanged. The largest growth in percentage terms is shown in Mexico, where the outlay on medical care is anticipated to double. Significant growth is also projected in Japan, which shows an increase of about 1,000 dollars per head.

160 words

Task 2

Today, for the promotion of employees, many organisations have changed from seniority to performance systems. In your view, is this a positive change?

Give reasons for your answer and include any relevant examples from your own knowledge and experience.

Nowadays, many employers base staff promotions on individual performance instead of seniority. In my opinion, this is a positive development because it enhances both job satisfaction and the performance of the organisation.

It is widely recognised that job satisfaction is strongly related to the recognition and reward workers receive for their performance. Therefore, if workers are promoted as a result of their achievements, they are likely to feel content. Conversely, when hard-working employees are passed over for promotion simply because another worker has longer service, they are likely to become dissatisfied. A case in point can be found in the Japanese Post Office, which abandoned the traditional seniority system and adopted a performance based one several years ago. A recent staff survey revealed that consequently levels of job satisfaction had substantially risen.

In addition to benefits for the staff, performance based promotions can also bring increased efficiency as the most capable people fill senior positions. This fact was clearly illustrated in the Japanese motor manufacturing industry: Toyota Motors introduced a performance based system in the early 1980s and thereafter grew year on year, while Nissan Motors continued with its seniority system and saw a continual decline in its business performance and eventual bankruptcy. Analysts have attributed this contrast to levels of staff competency and motivation resulting from their respective systems for promotions.

In conclusion, basing promotions on the performance of individual workers enhances not only job satisfaction but also the results of the organisation. Therefore, I believe the movement away from seniority to performance based promotions is a positive change.

260 words