



Classes : 3 ASS / 3 ASM/3 ASMT / 3 ASG

Décembre 2023

First term English exam

Nepotism in the workplace is a form of favoritism in which persons in positions of authority appoint relatives or friends to different jobs. Although it is not wholly illegal in the private sector, the act itself is unethical in the workplace.

It is one of the most destructive forms of an act that can ruin a workplace culture and create unwanted chaos. It not only promotes partiality but also lowers the morale of talented people who are often neglected because leaders tend to favor their known ones. This hinders an organization's capacity to form genuine relationships, motivate high performers, reduce organizational collaboration, and increase employee turnover.

With nepotism, a workplace becomes toxic, which is detrimental to organizational success. It results in poor employee productivity, and the engagement levels drop significantly. Furthermore, nepotism is likely to impede the employees' ability to bring out the best in them because the work environment does not suit them. As a result, they tend to leave the organization in the long run.

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A. Comprehension : (8 points)

1- Choose the best answer that completes the sentences:1.5pts

- a- Nepotism is to the success of organizations.
- a-disadvantageous b- worthy c- required
- b- Leaders acting nepotism, tend to favor their
- a- employees b- talented people c- known ones.
- c- Nepotism..... the employees' ability to bring out the best in them.
- a- improves b-blocks c- expands

2-Put the following ideas in the order they appear in the text:2pts

- a- Nepotism depresses talented workers' spirits.
- b- Workers suffering from nepotism seek for opportunities in other jobs.
- c- Nepotism is sometimes acceptable in non-public organizations.
- d- Poor productivity is one of the negative consequences of nepotism.

3-Answer the following questions according to the text:3pts

- a-Are employees satisfied in nepotistic organizations? Justify
- b-Why are qualified workers deserted?
- c-How does a workplace become toxic with nepotism?

4-What /who do the underlined words refer to in the text 0.75pt

- who (§2).....-ones (§2)..... -them(§3).....

5- Give a title to the text.....(0,75pt)

B)TEXT EXPLORATION: (07 points)

1- Find in the text words closest in meaning to the following: (1.pt)

a) immoral (§1)≈..... b)output(§3)≈.....

2- Give the opposites of the following words keeping the same root (1pt)

a) Lawful≠..... -b)credible≠..... -c)respect≠..... -d)legitimate≠.....

3- Rewrite sentence (b) so that it means the same as sentence (a): 3pts

- a) Our economy will prosper if we stop favoritism in our companies.
- b) Providing that
- a) A bribe was being taken by the bank administrator to do a favor.
- b) The bank administrator
- a) Private sectors should give equal treatment to their workers.
- b) It's high time

4-Classify the following words according to the number of their syllables.(1pt)

forms- favouritism- unethical - people

One syllable	two syllables	three syllables	four syllables

5) Fill in the gaps with Four words from the following list(1pt)

Corrupt – Countries – Nepotism – Corruption

.....1..... is a serious problem in many2..... around the world. There are several different kinds of3..... practices, including bribes, money laundering,4....., and embezzlement.

PART 2: Written expression(05 points)

Choose one of the following topics.

Topic 1 The issue with nepotism is that it can destroy a positive work environment and demoralize employees. A leader must confront it as soon as possible, and its elimination from the workplace is crucial. There are several ways to get rid of it.

Use the following notes to write a composition of about 120words on how to avoid nepotism.

- Create an Anti-nepotism policy as one of company values/Develop anonymous employee feedback systems where they can raise their concerns if they witness nepotism/Resort to a hiring policy that onboards individuals based on experience and qualifications.

Topic 2 Write a short paragraph of about 120 words answering the following question:

Do you think that fighting corruption is the responsibility of the government only?

A. Comprehension : (8 points)**1- Choose the best answer that completes the sentences:1.5pts**

- a) A-disadvantageous
 b) c- known ones.
 c) b-blocks

2-Put the following ideas in the order they appear in the text:2pts

- a- **2**
 b- **4**
 c- **1**
 d-**3**

3-Answer the following questions according to the text:3pts

- a- **No, they are not. They are neglected and disfavored.**
 b- qualified workers are deserted **because leaders tend to favor their known ones.**
 c-A workplace become toxic with nepotism. **It results in poor employee productivity, and the engagement levels drop significantly.**

4-What /who do the underlined words refer to in the text 0.75pt

- who (§2)**talented people**. -ones (§2)**favored people**. -them(§3)**employees**

5- Give a title to the text (0,75pt) **Negative effects of nepotism in workplace****B)TEXT EXPLORATION: (07 points)****1- Find in the text words closest in meaning to the following: (1.pt)**

- a) immoral (§1)≈**unethical** b)output(§3)≈**productivity**

2- Give the opposites of the following words keeping the same root (1pt)

- a) Lawful≠ **unlawful**. -b)credible≠ **incredible**-c)respect≠ **disrespect** -d)legitimate≠**illegitimate**

3- Rewrite sentence (b) so that it means the same as sentence (a): 3pts

- c) Providing that we stop favoritism in our companies, our economy will prosper.
 d) The bank administrator was taking a bribe to do a favor
 e) It's high time private sectors gave equal treatment to their workers

4-Classify the following words according to the number of their syllables.(1pt)

One syllable	two syllables	three syllables	four syllables
forms	people		Favouritism- unethical

5) Fill in the gaps with Four words from the following list(1pt)

Corrupt – Countries – Nepotism –

Corruption is a serious problem in many **countries** around the world. There are several different kinds of **corrupt** practices, including bribes, money laundering, **nepotism**, and embezzlement.

PART 2: Written expression(05 points)