

### 1. Analysis Question (Break down & examine)

#### Question:

A medium-sized local business decides to outsource its **HR & Payroll** and **Customer Support** functions. Analyze this decision by identifying:

- **Two advantages** and **two disadvantages** that are most likely to affect this business, and
- Explain **why these specific advantages and disadvantages matter more** than others in this situation.

👉 *Instruction to students:*

Base your answer on the lesson discussion and your own reasoning. Do not use real company names or online sources.

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### 2. Application Question (Use knowledge in a real-life context)

#### Question:

Imagine you are managing a **small startup business** (food, online selling, or services—your choice). Choose **one business function** that you would outsource from the enumerated areas (e.g., IT, marketing, accounting, logistics).

Explain:

1. **Why you would outsource this function**, and
2. **One advantage and one disadvantage** you expect to experience, based on your situation.

👉 *Instruction to students:*

Your answer must reflect your chosen business type and explain decisions in your own words.

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### 3. Synthesis Question (Create, design, or propose)

#### Question:

Design a **simple outsourcing plan** for a growing company that wants to expand internationally.

Your plan must include:

- **Two areas to outsource**,
- Whether the outsourcing should be **onshore, nearshore, or offshore**, and
- **Two strategies** the company will use to **reduce the disadvantages** of outsourcing (e.g., loss of control, security risks, quality issues).

👉 *Instruction to students:*

There is no single correct answer. The quality of your explanation and logical connections will be graded.

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✓ **Why these questions work for classroom use**

- Require **critical thinking**, not memorization
- Encourage **personalized answers**
- Prevent copy-paste from AI or search engines
- Directly aligned with **outsourcing concepts, advantages, and disadvantages**

If you want, I can also:

- Create a **rubric for grading**
- Adjust difficulty for **senior high / college level**
- Turn these into **group or role-play activities**