**Measuring the Effectiveness of the Workforce**

**AS Business Studies Unit 2**

**Task 1: Calculating Labour Turnover**

Here are the details of a leisure centre which operates in Nottingham. A new training programme and bonus scheme were introduced in year 2.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Year 1 | Year 2 | Year 3 | Year 4 |
| Average Number of Employees | 42 | 41 | 42 | 43 |
| Number of Leavers | 3 | 6 | 2 | 2 |

***Questions:***

1. ***Showing all of your calculations, calculate labour turnover rate for each year.***
2. ***What do figures suggest about the introduction of the new training programme and bonus scheme?***
3. ***Make a list of what the costs of labour turnover might be.***

**Task 2: Calculating Labour Productivity**

The leisure centre has provided you with the following details; remember a training programme and bonus scheme were introduced in year 2.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Year 1 | Year 2 | Year 3 | Year 4 |
| Average Number of Employees | 42 | 41 | 42 | 43 |
| Number of Leavers | 3 | 6 | 2 | 2 |
| Value of Output (£) | 1,500,000 | 1,300,000 | 1,600,000 | 1,800,000 |
| Total Labour Costs | 948,600 | 951,200 | 948,600 | 962,400 |

***Questions:***

1. ***Showing all of your calculations, calculate the labour productivity per year using the output per employee formula.***
2. ***Showing all of your calculations, calculate the labour productivity using the labour costs per unit of output method.***
3. ***What do these figures suggest about the effectiveness of the workforce?***

**Task 3: Calculating Absenteeism**

Here are even more staff details from the Leisure centre’s HR department.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Year 1 | Year 2 | Year 3 | Year 4 |
| Average Number of Employees | 42 | 41 | 42 | 43 |
| Number of Leavers | 3 | 6 | 2 | 2 |
| Value of Output (£) | 1,500,000 | 1,300,000 | 1,600,000 | 1,800,000 |
| Total Labour Costs | 948,600 | 951,200 | 948,600 | 962,400 |
| Average Number of Staff Absent on one day | 5 | 6 | 2 | 1 |

***Questions:***

1. ***Calculate the percentage absenteeism rate for years 1-4.***
2. ***Describe the trend you observe from the answers in question 1. How might you explain this trend?***