**Workforce Performance**

**Use the Wolinski textbook to help you answer these questions**



**1a**. Labour Productivity definition:…………………………………………………………………………………………………...

**1b**. Labour Productivity formula:

**1c**. Calculate Labour Productivity for each year

|  |  |  |  |
| --- | --- | --- | --- |
| Year | 2005 | 2006 | 2007 |
| Labour Productivity |  |  |  |

Show your workings out below:

**2a**. Labour Turnover definition:…………………………………………………………………………………………………...

**2b**. Labour Turnover formula:

**2c**. Calculate Labour Turnover for each year

|  |  |  |  |
| --- | --- | --- | --- |
| Year | 2005 | 2006 | 2007 |
| Labour Turnover |  |  |  |

Show your workings out below:

**Q3**. Explain Absenteeism :

……………………………………………………………………………………………………………………………………………………………………………………

……………………………………………………………………………………………………………………………………………………………………………………

Explain workforce performance:

……………………………………………………………………………………………………………………………………………………………………………………

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**Q4: Use your findings from Q1&2 and table 20.2 to help you answer this question**



Discuss the issues, including causes and effects, which these indicators raise for human resource management policies to the firm

Plan:

* Describe what has happened to i) labour productivity and ii) labour turnover from 2005 to 2007
* Analysis:
	+ What could have caused the changes? Base this paragraph on the data from the various departments (marketing, production, admin and finance).
	+ What short term and long term impacts might these performance indicators have for the business?
	+ What can the business do to improve this aspect of workplace performance?
* Evaluation:
	+ Which indicator is most concerning for the HR department and why?
	+ Does the business need to keep a measure of performance under review? Why?
	+ Assuming this company produced mobile phone covers, which stakeholders would be impacted the most and why?

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