

RESEARCH ON LABOR UTILIZATION IN ORGANIZATIONS

This research is being conducted by a group of final year students at Makerere University to determine how well organizations utilize labor at their disposal. The findings shall help in building an intelligent software system to help organizations optimize labor at their disposal and increase productivity and reduce on labor related losses in businesses. Please help us participate in this survey that will take you maximum 15 minutes. **Thank you for your time.**

PART ONE: Questions about System of work allocation.

- Is there a criterion for allocating workers in your organization?
a) Yes ☐ b) No ☐ c) Not Sure ☐
- Is there a system, manual or software used to allocate work to the workers within your organization?
a) Yes ☐ b) No ☐ c) Not Sure ☐
- Do you think that this system can be improved?
a) Yes ☐ b) No ☐ c) Not Sure ☐

If your answer to the above is yes, how do you think it can be improved?

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4. Do you think there is labor underutilization within your organization?
- a) Yes ☐ b) No ☐ c) Not Sure ☐

If your answer to the above is yes, why is the problem unattended to?

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5. What are the challenges with the current model of allocation of work to workers?

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6. Is there any means of analyzing employee productivity within your organization?
- a) Yes ☐ b) No ☐ c) Not Sure ☐

PART TWO: Questions about roles and available tasks in your organization

1. How many roles do you think are within your organization?
Below 10 ☐ b) Between 10 - 100 ☐ c) Above 100 ☐
2. Which of these roles interact directly with your clients?
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3. Is there any imbalance between the amount of work and the workers available at any given time?
a) Yes ☐ b) No ☐ c) Not Sure ☐
4. How often are roles vacant within your organization?
a) Very Frequent ☐ b) Rarely ☐ c) Not At Any Time ☐
5. What are the most crucial roles within your organization?
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6. How often do imbalances surface between work and the workers available?
a) Very Frequent ☐ b) Rarely ☐ c) Not At Any Time ☐

PART 3: Questions about the workers within your organization

7. How often is recruitment and releasing of employees within your organization?
a) Very Frequent ☐ b) Rarely ☐ c) Not At Any Time ☐
8. How does the number of employees match up with the productivity of your organization?
a) Balanced ☐ b) More Productivity ☐ c) Less Productivity ☐
9. How much do Leave often affect your organization? (Negatively)
a) Very Much ☐ b) Rarely ☐ c) Not At Any Time ☐