**-Measuring workforce performance (2):**

**Labour Turnover for a double glazing company. It introduced a new training programme and bonus scheme in Year 2.**

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|  | **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** | **948,000** | **951,200** | **948,600** | **962,400** |
| **Average number of staff absent on one day** | **5** | **6** | **2** | **13** |

1. Calculate the labour turnover for each year. ( 5 marks; 1 for formula and 1 x 4 per calculation)
2. Calculate the labour productivity per year, using the output per employee formula. ( 5 marks; 1 for formula and 1 x 4 per calculation)
3. Calculate the percentage absenteeism rate for years 1 – 4. . ( 5 marks; 1 for formula and 1 x 4 per calculation)
4. How has the new training programme and bonus scheme affected the performance of labour in the company?