

PART A: STRUCTURED QUESTIONS

Define the meaning of labor turnover and explain any THREE (3) causes of labor turnover. Briefly discuss idle time and circumstances would it occurred.

PART B: PRACTICAL QUESTIONS- (i)Labour cost

1. The personnel department gives the following information in respect of labor:

Number of employees on 1 st January	1,800
Number of employees on 31 st January	2,200

During the month 20 persons quit and 80 persons are terminated. 300 workers are needed. From these, 50 workers are recruited in the vacancies and the rest were engaged in the expansion scheme.

Calculate the labor turnover by using:

- a) Separation method
 - b) Replacement method
2. Based on the following information, compute the earnings of John and Kelvin under the piecework remuneration method.

Standard production = 20 units per hour

Normal time rate = RM10 per hour

Actual performance:

John produced 200 units in a day for 10 hours.

Kelvin produced 250 units in a day for 10 hours.

3. A firm's basic rate is £8 per hour and overtime rates are time and a half for evenings and double time for weekends. The following details have been recorded on three jobs:

	Job X321 (Clock Hours)	Job X786 (Clock Hours)	Job X114 (Clock Hours)
Normal time	480	220	150
Evening time	102	60	80
Weekend	10	30	16

You are required to calculate the labor cost chargeable to each of the jobs.

4. A worker is paid by differential piecework. The scheme is as follows:

Up to 50	Units per day	£0.50 per unit
51 – 70	Units per day	£0.60 per unit
71 – 80	Units per day	£0.65 per unit
81 – 100	Units per day	£0.70 per unit

His daily outputs for a five day week were 68 units, 83 units, 59 units, 94 units and 47 units.
What will be his gross pay for the week?