

Joe owns a business which produces wooden furniture. He employs 20 workers in the Operations department and three workers in the offices. Joe pays all his workers by time rate but he is thinking of changing to piece rate. He has a high labour turnover from the factory as his workers are not well motivated.

- a. What is meant by 'piece rate'?

\_\_\_\_\_  
\_\_\_\_\_ (2)

- b. Identify two examples of fringe benefits Joe could give to his employees.

Example 1 \_\_\_\_\_

Example 2 \_\_\_\_\_ (2)

- c. Identify and explain **two** reasons why employees might leave their job at the furniture company.

Reason 1 \_\_\_\_\_

Explanation \_\_\_\_\_

Reason 2 \_\_\_\_\_

Explanation \_\_\_\_\_

\_\_\_\_\_ (4)

- d. Identify and explain two ways Joe can improve the job satisfaction of his employees.

Way \_\_\_\_\_

Explanation \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Way \_\_\_\_\_

Explanation \_\_\_\_\_

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\_\_\_\_\_

\_\_\_\_\_ (6)

