

SUBJECT- BUSINESS ORGANIZATION

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METHODS OF REMUNERATING LABOUR-II

* Labour Induction and Placement

This is a programme carried out to ensure that new employees are as soon as possible integrated into the culture of the organisation by becoming familiar with the values and norms of the organisation. Employees are then placed according to their experiences and competencies. Training may then be provided to ensure enhanced performance. Training may involve a consideration of the following:

- ✓ Training needs analysis
- ✓ Assess training budget.
- ✓ Prioritize what is most critical.
- ✓ Define skills, knowledge abilities and objectives defined after the training.
- ✓ Consider the training method.
- ✓ Evaluate the training.

Labour recruitment cost as well as other labour cost therefore includes the following:

- Advertising cost
- Interviewing expenses
- Training expenses
- Cost of wages of new employees
- wages and salaries of employees.
- Overtime premiums
- Employee bonus • Retirement payments etc.

* Labour Timing and Assessment

After employees have been engaged and they begin to work, there is the need to time them as they work so as to assess their performance and also to make it possible to cost work that they do. Various organizations use different methods to time their employees. Examples of methods used include the following:

- ↳ The use of the Attendance Register
- ↳ The use of clock cards.
- ↳ The use of Attendance Boards.
- ↳ The use of Job-sheets and Job Books etc.

The above records will then be used as evidence of:

- The number of hours worked by employees.
- The time spent by each employee on any job.
- The number of hours during which each employee was idle etc.

These will then form the basis for computing the wages of employees.

* Labour Behaviour and Control

Labour is about human beings and so it is relatively difficult to control human behaviour. Some of the mechanisms for labour

Control are:

- Time keeping - employees are required to record the time he/she reported for work and the time he/she departed from the work place. The employer is also required to record the time spent on each job or work that he/she does.
- Monitoring and supervision - employees are monitored and supervised by senior officers who observe the work attitude of the employee.
- Evaluation - The work of the employee is evaluated by his peers, clients & by management. This motivates staff to exhibit positive work attitude.
- Reward schemes - rewarding effective employees through bonuses and incentives drives employees to work hard.