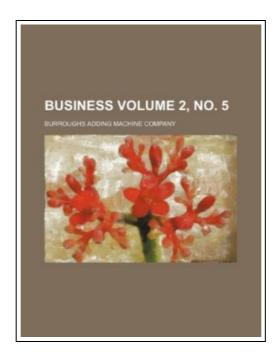
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Rarebooksclub.com, United States, 2012. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book ***** Print on Demand ******This historic book may have numerous typos and missing text. Purchasers can download a free scanned copy of the original book (without typos) from the publisher. Not indexed. Not illustrated. 1921 Excerpt: . Smiley, not counting myself. And how many did you have at the close of the year? Fifteen. Your average payroll for the year was then ten. You hired fifty. Your labor turnover is the proportion of fifty to ten, or five hundred per cent, Mr. Smiley. Five hundred per cent! exclaimed Smiley. Yes, exactly that. You had to hire five times the average number of The emptying of jobs is not turnover. The mere filling of jobs is not turnover, the replacements, the filling of vacated jobs, that constitutes turnover men required in order to keep yourforce adequately manned. Five times your requirements—five hundred per cent. We thought a few moments in silence. It sounded reasonable. But Smiley is a hardheaded business man. Suppose it were this way, he said, addressing Lawson. Suppose I start the year with a force of five men, gradually hire ten new men during the year, and at the end have a force of fifteen. Nobody left me during the year, so the ten new men are all clear gain. According to your way of figuring—let s see, the average number of employees is ten, the number hired is also tenaccording to your way of figuring I d have a labor turnover of 100 per cent. And yet I ve always understood from the business magazines, Mr. Lawson, that labor turnover is a burden, an expense, a loss to the business. But there d be no loss in this case,...



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