

1.4.1 Approaches to staffing

Starter

Watch the video and put your thoughts about work-life balance here:

Write your definition of staff here:

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Write your definition of staffing here:

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**Staff as an asset**

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**Staff as an asset – developing staff**

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**Staff as an asset – participation in decision making**

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**Staff as a cost**

1. **Cost of recruitment**

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1. **Cost of training**

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1. **Cost of paying minimum wages**

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1. **Cost of paying staff salaries and wages**

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1. **Cost of staff welfare**

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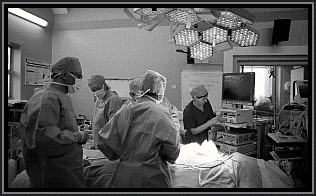
1. **Cost of redundancy**

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**Multi-skilling**

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| **Advantages** | **Disadvantages** |
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**Full time work**

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| **Advantages** | **Disadvantages** |
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**Part time work**

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| **Advantages** | **Disadvantages** |
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**Temporary work**

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| **Advantages** | **Disadvantages** |
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**Permanent work**

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| **Advantages** | **Disadvantages** |
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**Flexible hours**

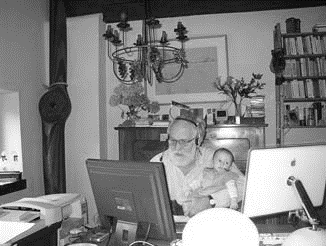
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| **Advantages** | **Disadvantages** |
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**Zero hours**

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**Home working**

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| **Advantages** | **Disadvantages** |
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Outsourcing

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| Production |  |
| Payroll |  |
| Purchasing |  |
| Delivery |  |

Business decision – keep call centre in UK or move it to India?

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| Advantages of moving call centre to India | Disadvantages of moving call centre to India |
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**Distinction between dismissal and redundancy**



Dismissal

Redundancy

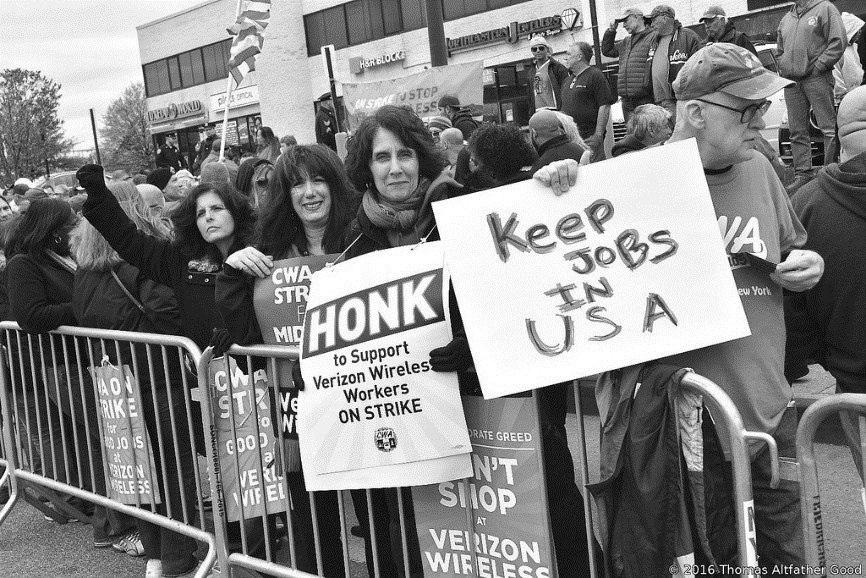


**Employer/employee relationships**

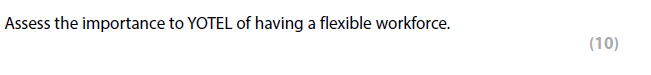


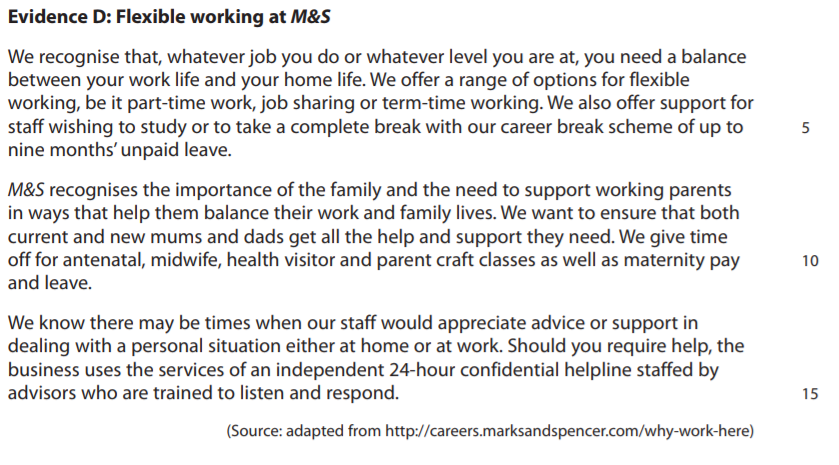
Problems at work

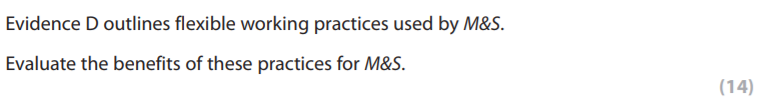
Trade unions











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