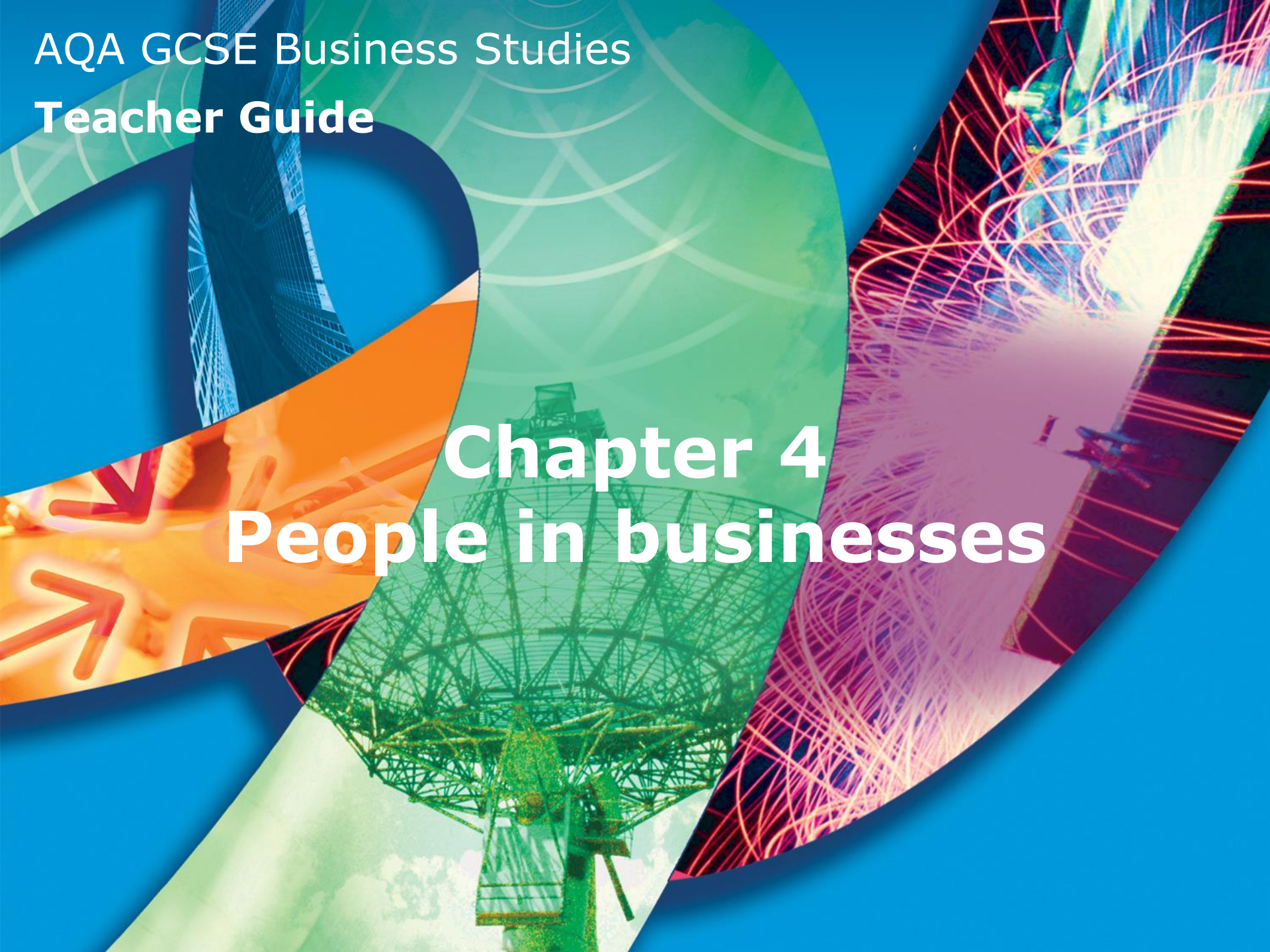


AQA GCSE Business Studies
Teacher Guide

Chapter 4
People in businesses



Employees

Businesses use:

- full-time employees
- part-time employees
- temporary employees

What are the differences between these employees?

Recruitment

Internal recruitment:

- promotes existing employees
- is cheap and employees will be familiar with the business

External recruitment:

- appoints people from outside the business
- it brings in new ideas and offers a wider choice of candidates

Selecting the best

Businesses choose employees by:

- interviewing them
- using psychometric tests

How to decide how much to pay

Wages or salaries paid depend on:

- employees' skills
- employees' previous wages
- what is paid by other businesses

Other benefits for employees

Financial

- Bonuses, pensions, shares of profits.

Non-financial

- Free lunches, teamworking, flexible hours.

Motivation

This is a factor that influences people to behave in certain ways.

It may come:

- from within employees
- through external factors

Motivated staff

Businesses benefit because:

- staff remain with the business
- staff help the entrepreneur to manage the business

What would motivate you to work hard?

Employee protection laws

- Minimum wage.
- Equal pay.
- Sex discrimination.
- Age and disability discrimination.
- Health and safety.

Laws to protect employees

Employee protection laws:

- can increase a business's costs, e.g. paying maternity pay
- can improve employees' motivation