



Business lesson 5 – Answer sheet

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Question 1 – Why is a HR manager an important role?

A HR manager leads the human resources (HR) department. They play an important role as a bridge between management and employees. Amongst other things, they take the lead on recruitment and the retention of staff, the design and delivery of training and development programmes and providing advice on principles and detail of employment legislation and good practice.

Question 2 – What does graph 1 tell us about the length of time employees have spent in their current position at the accountancy firm?

Possible answers could include:

- The majority of employees have spent at least five years in their current role.
- Opportunities within the organisation for promotion are limited as staff tend to stay in their current roles.

Question 3 – What does graph 2 tell us about the current satisfaction rate of employees at the accountancy firm?

Possible answers could include:

- Employees over the age of 40 are very satisfied with their job.
- The organisation needs to try and identify why employees under the age of 40 aren't very satisfied in their job.

Question 4 - What does graph 3 tell us about the reasons why employees in the organisation stay at the firm?

Possible answers could include:

- The staff like the friendly working environment.
- The majority of staff find their roles interesting.

Question 5 - What does graph 4 tell us about the current use of employee benefits?

Possible answers could include:

- Health insurance and staff canteen are very popular for staff.
- The range of benefits is limited.
- Only a limited number of staff use certain employee benefits.

