

Exercise walk-through

Workers ■ 3.3

eXercise

You must be able to

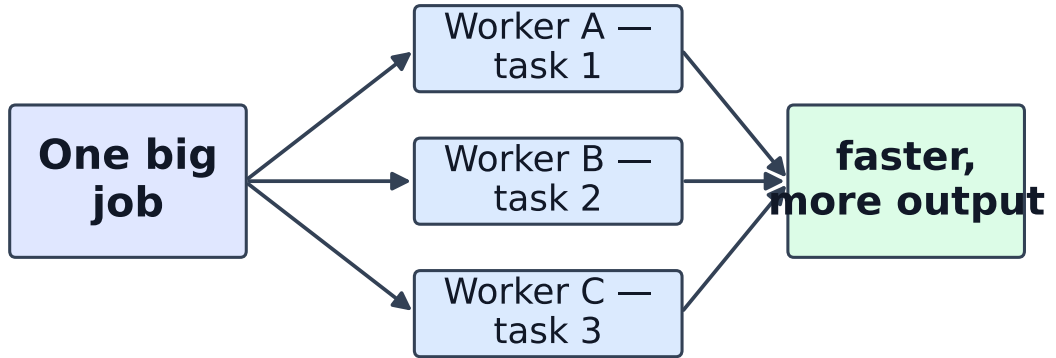
- distinguish wage from non-wage factors
- explain why workers earn different amounts
- explain the advantages and disadvantages of the division of labour

Method — Choosing a job and earning a wage

- **Wage factors:** the **wage** 工资 (pay). **Non-wage factors:** hours, holidays, safety, enjoyment, distance, promotion.
- **Wages differ** because of: **skill** 技能 and **qualifications** 资格, danger, **trade unions** 工会, **discrimination** 歧视.
- **Division of labour** 劳动分工: split a job into small repeated tasks → faster work, higher output, but boring and a narrow skill.

Answer shapes: $K + App + An + Ev$ (a justified judgement, for discuss questions).

Method — Choosing a job and earning a wage



Division of labour raises output per worker

Practice 2.1 ■ 2 marks

State the difference between a *wage* and a *non-wage* factor.

Solution 2.1

Worked steps

a wage factor is the pay (the wage); a non-wage factor is everything else about a job (hours, safety, enjoyment, promotion) (2 for a clear difference; 1 for a partial idea).

Practice 2.2 ■ 2 marks

Identify two reasons why workers earn different wages.

Solution 2.2

Method: Choosing a job and earning a wage

Worked steps

any two of: skill/qualifications; danger of the job; trade-union strength; discrimination ($1 + 1$).

Practice 2.3 ■ 2 marks

Define the term *division of labour*.

Solution 2.3

Method: Choosing a job and earning a wage

Worked steps

splitting a job into small tasks, with each worker doing one task repeatedly (2 for a clear definition; 1 for a partial idea).

Exam-style 3.1 ■ 1 mark

Which is a **non-wage** factor when choosing a job?

- A the hourly pay
- B a bonus payment
- C the working hours and holidays
- D commission on sales

Solution 3.1

Method: Choosing a job and earning a wage

- A the hourly pay
- B a bonus payment
- C the working hours and holidays
- D commission on sales



Worked steps

C. Working hours and holidays are non-wage factors.

Exam-style 3.2 ■ 4 marks

Explain two reasons why a surgeon is paid more than a cleaner.

Solution 3.2

Worked steps

[4] For **each** of two reasons: $K \uparrow + A_n \uparrow$ — a surgeon needs years of study and rare skills, so few people can do the job $\rightarrow$ scarcity of such skilled labour raises the wage; a surgeon's work carries high responsibility, while a cleaner's job needs little training, so many can do it $\rightarrow$ plentiful supply keeps the cleaner's wage low.

Exam-style 3.3 ■ 6 marks

Analyse the advantages and disadvantages of the division of labour for a firm.

Solution 3.3

Method: Choosing a job and earning a wage

Worked steps

[6] K/App/An — **Advantages:** workers repeat one task, so they get faster and more skilled, less time is wasted, and output per worker rises, lowering unit cost. **Disadvantages:** doing one task is boring → mistakes and high labour turnover; if one worker is absent the line can stop; each worker learns only one narrow skill → so the firm gains higher output but risks low motivation.