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UNIVERSITY OF ASTON IN BIRMINGHAM

Interdisciplinary Higher Degrees Scheme

&

Management Centre : Department of
Organisational Behaviour

MODELLING AND MEANING OF THE FACTORS AFFECTING
EMPLOYEE TURNOVER AND THE FEASIBILITY OF DEVE-
LOPING PREDICTORS FOR ITS DIAGNOSIS AND CONTROL

VOLUME 2 : APPENDICES

by

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204635 21 APR 1977

A thesis submitted in fulfilment of the requirements
for the Degree of Doctor of Philosophy

November, 1976.

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thesis.

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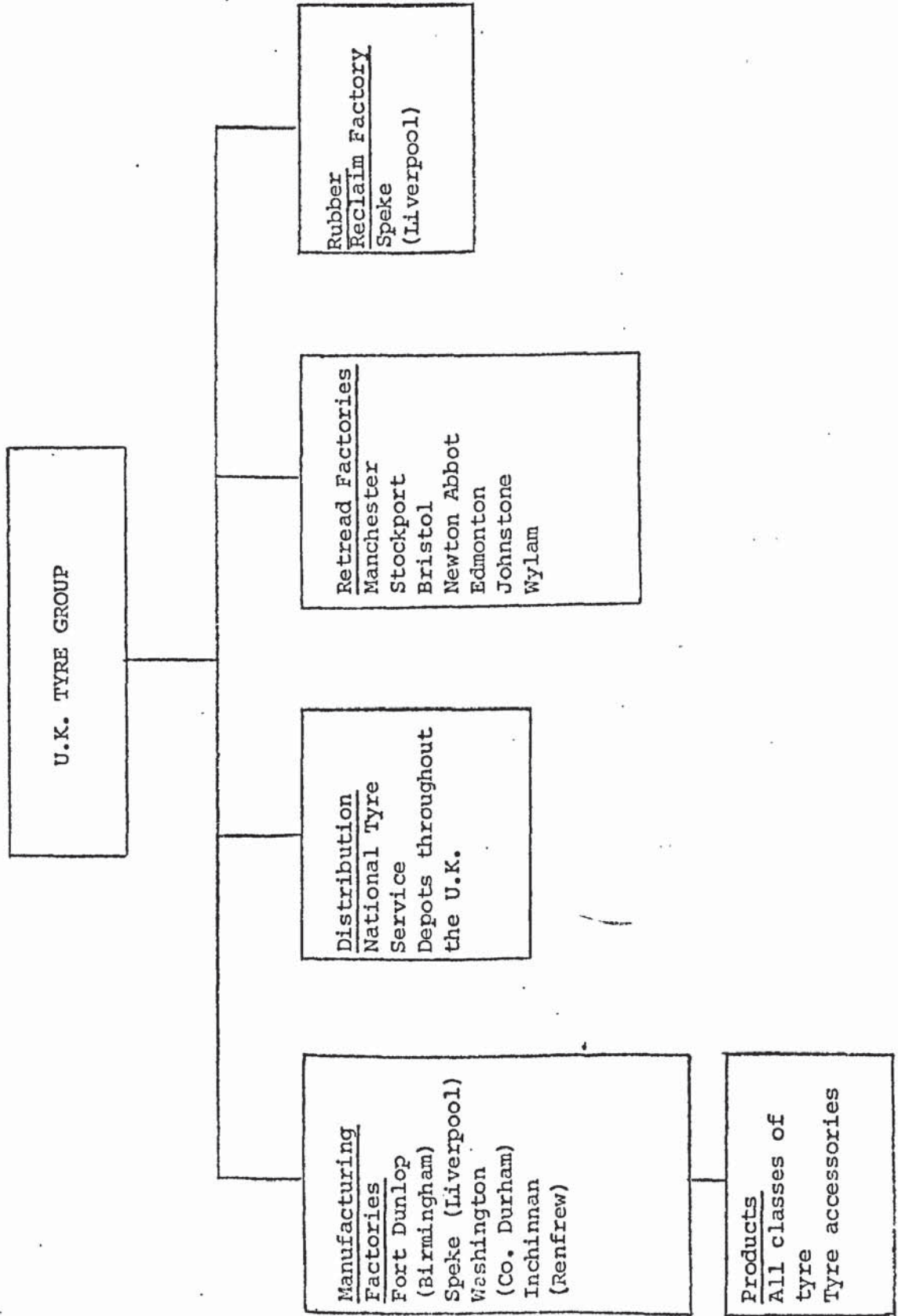


FIGURE 12: ENGINEERING GROUP BROKEN DOWN BY CONSTITUENT DIVISIONS, FACTORIES AND PRODUCTS

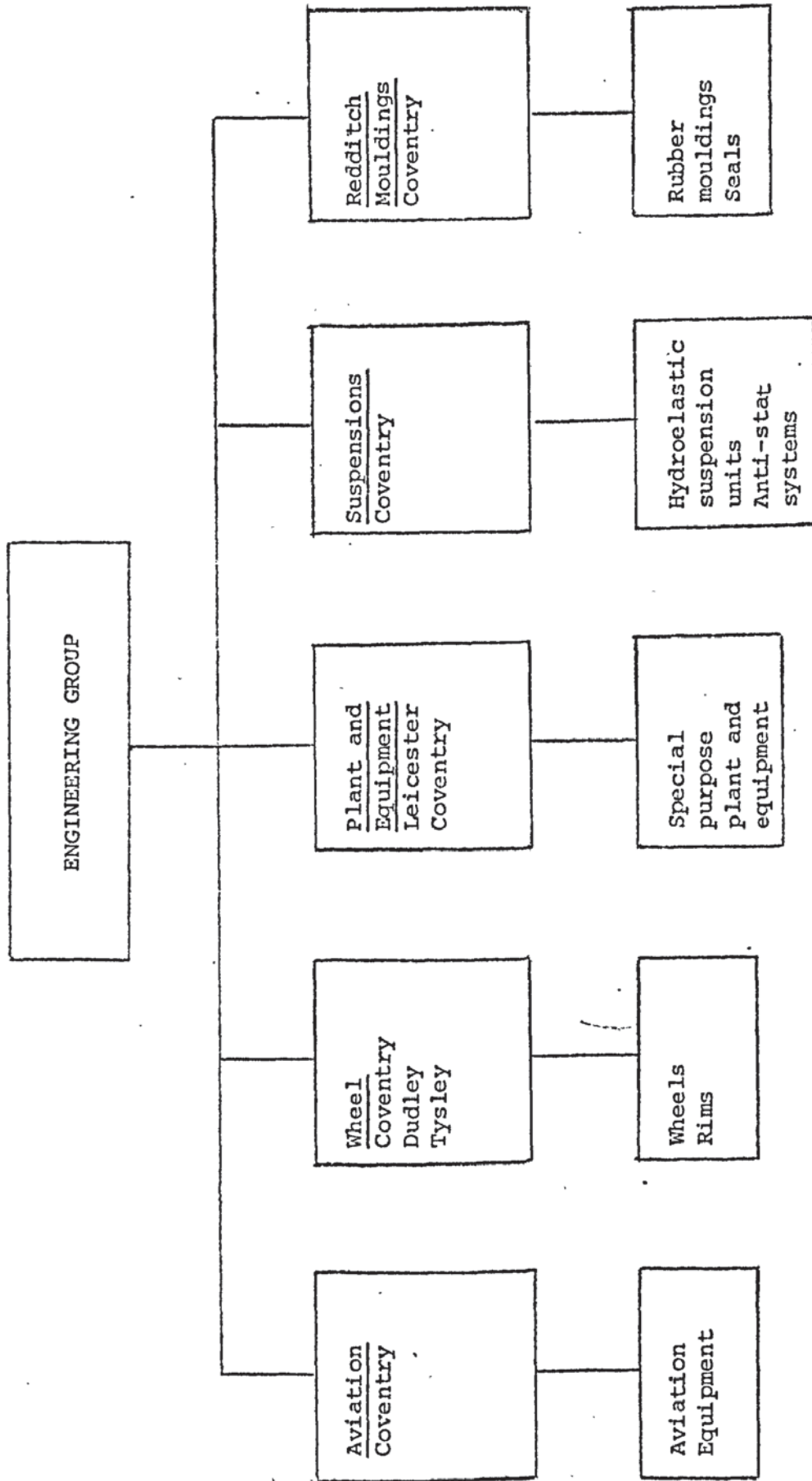


FIGURE 13: INDUSTRIAL GROUP BROKEN DOWN BY PRODUCT DIVISIONS, FACTORIES AND PRODUCTS

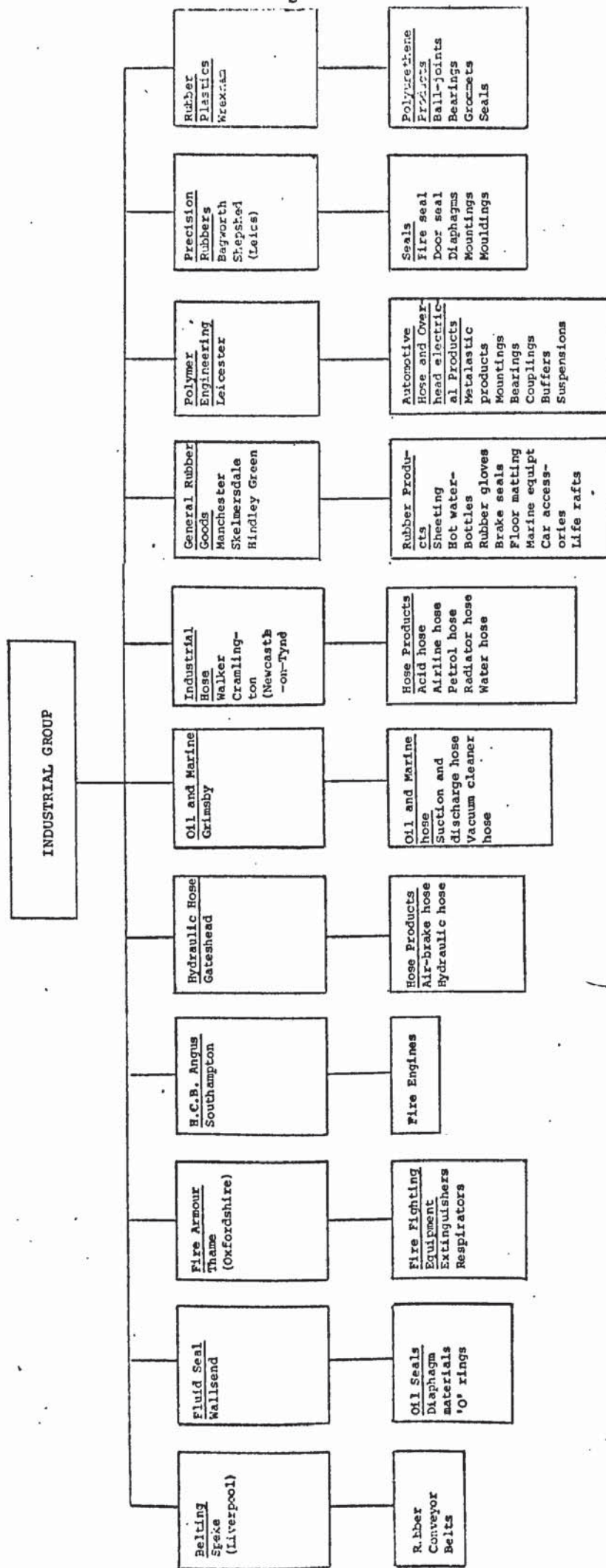


FIGURE 14: CONSUMER GROUP BROKEN DOWN BY PRODUCT DIVISIONS, PRODUCTS

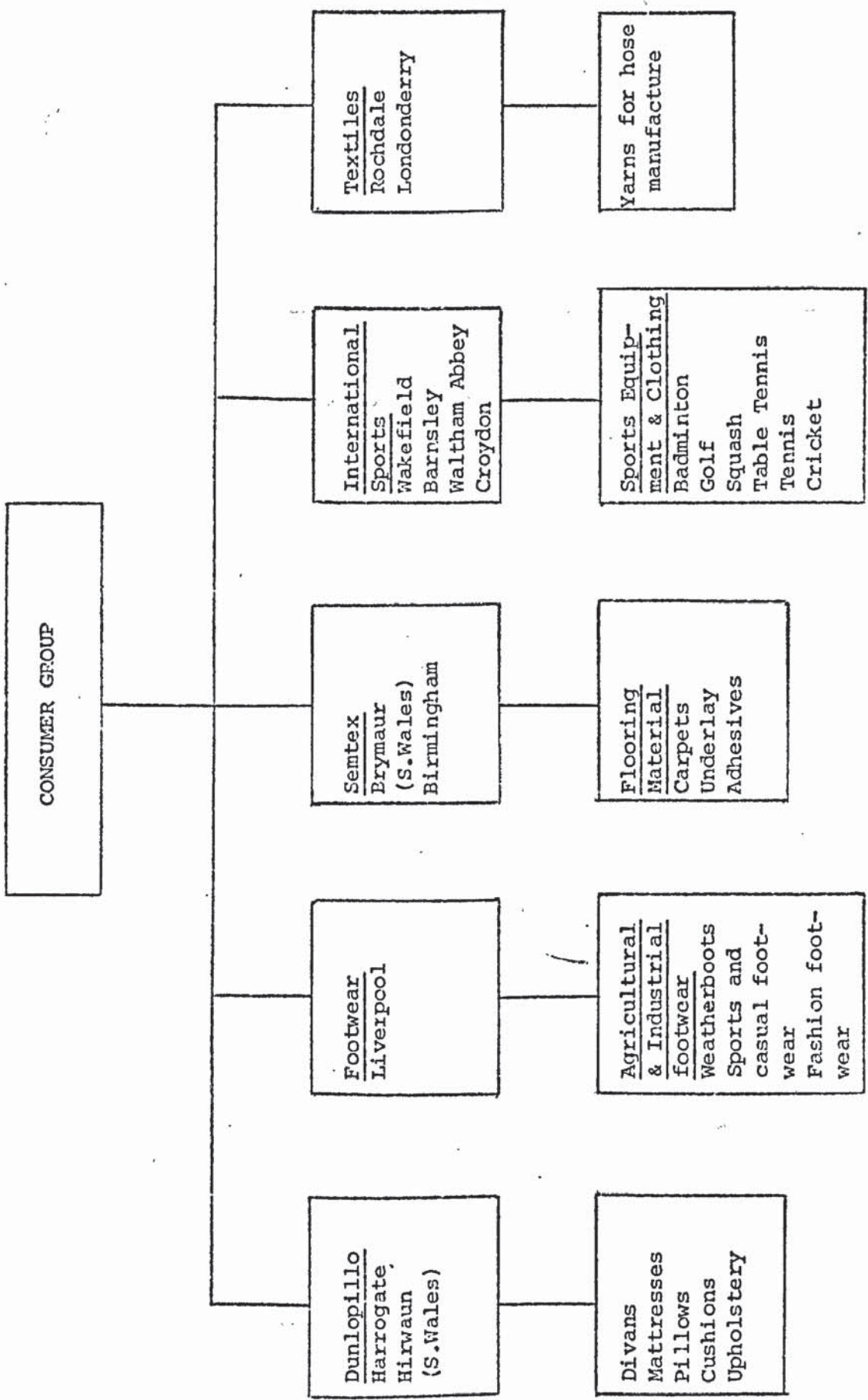
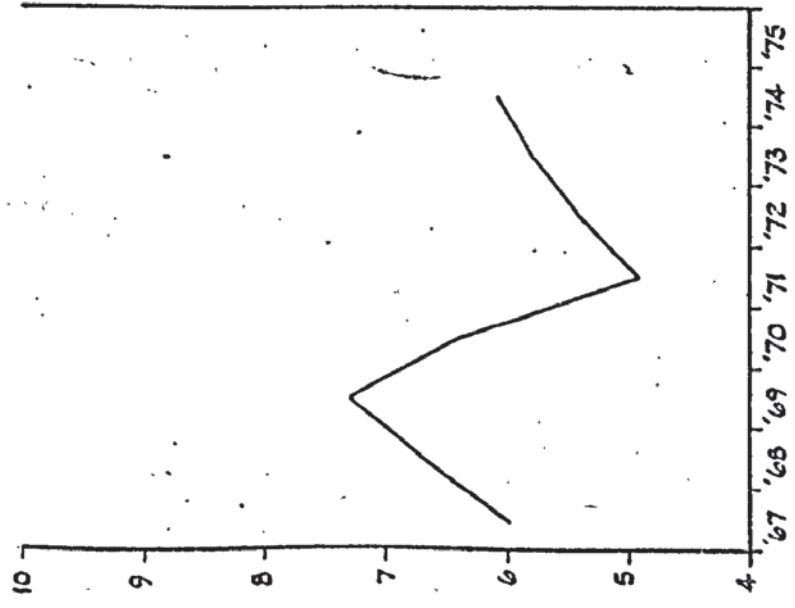
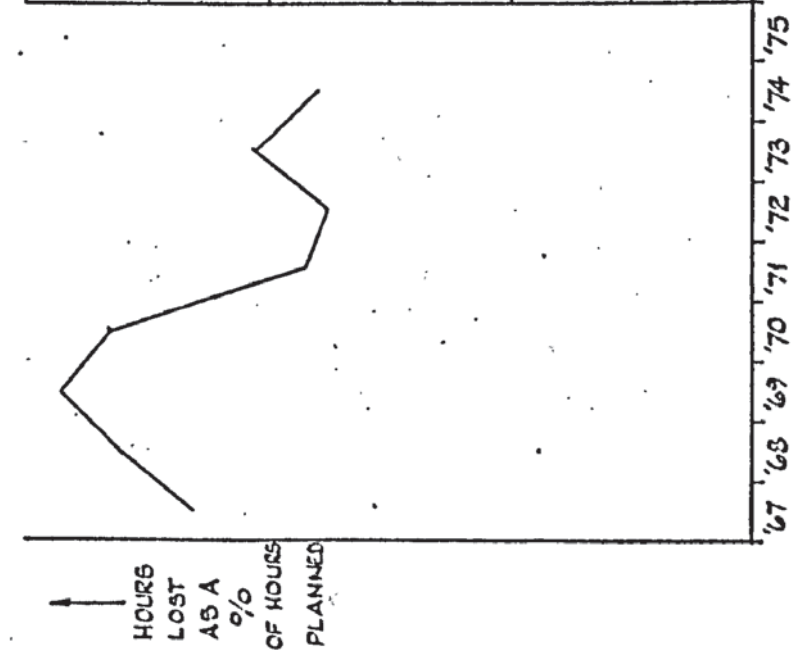


FIGURE 19: OPERATIVE EMPLOYEE ABSENCE

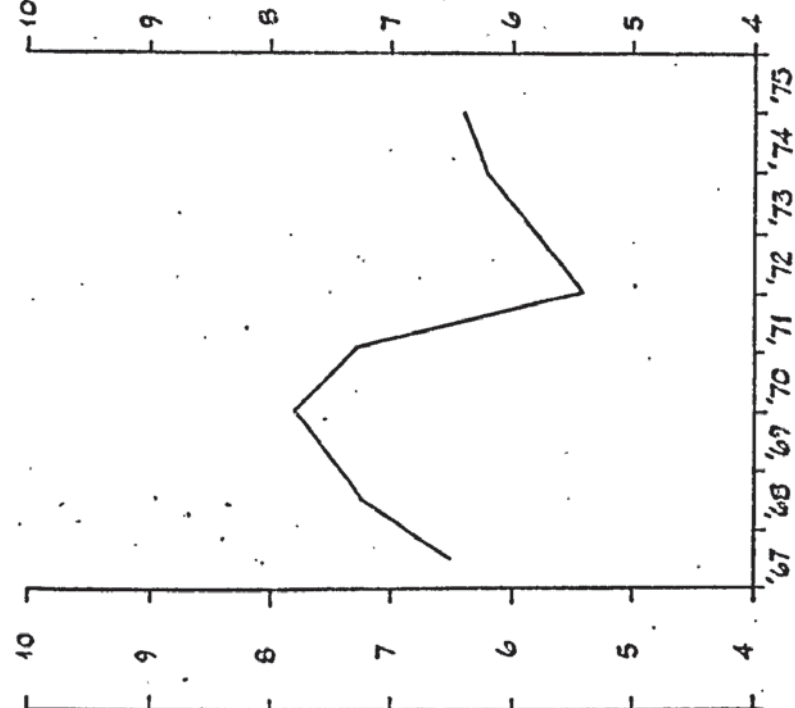
a) MALE OPERATIVES



b) FEMALE OPERATIVES



c) ALL OPERATIVES



HOURS
LOST
AS A
%
OF HOURS
PLANNED

TIME →

FIGURE 20: HOURS LOST THROUGH INDUSTRIAL DISPUTES 1967-1974 (INC.)

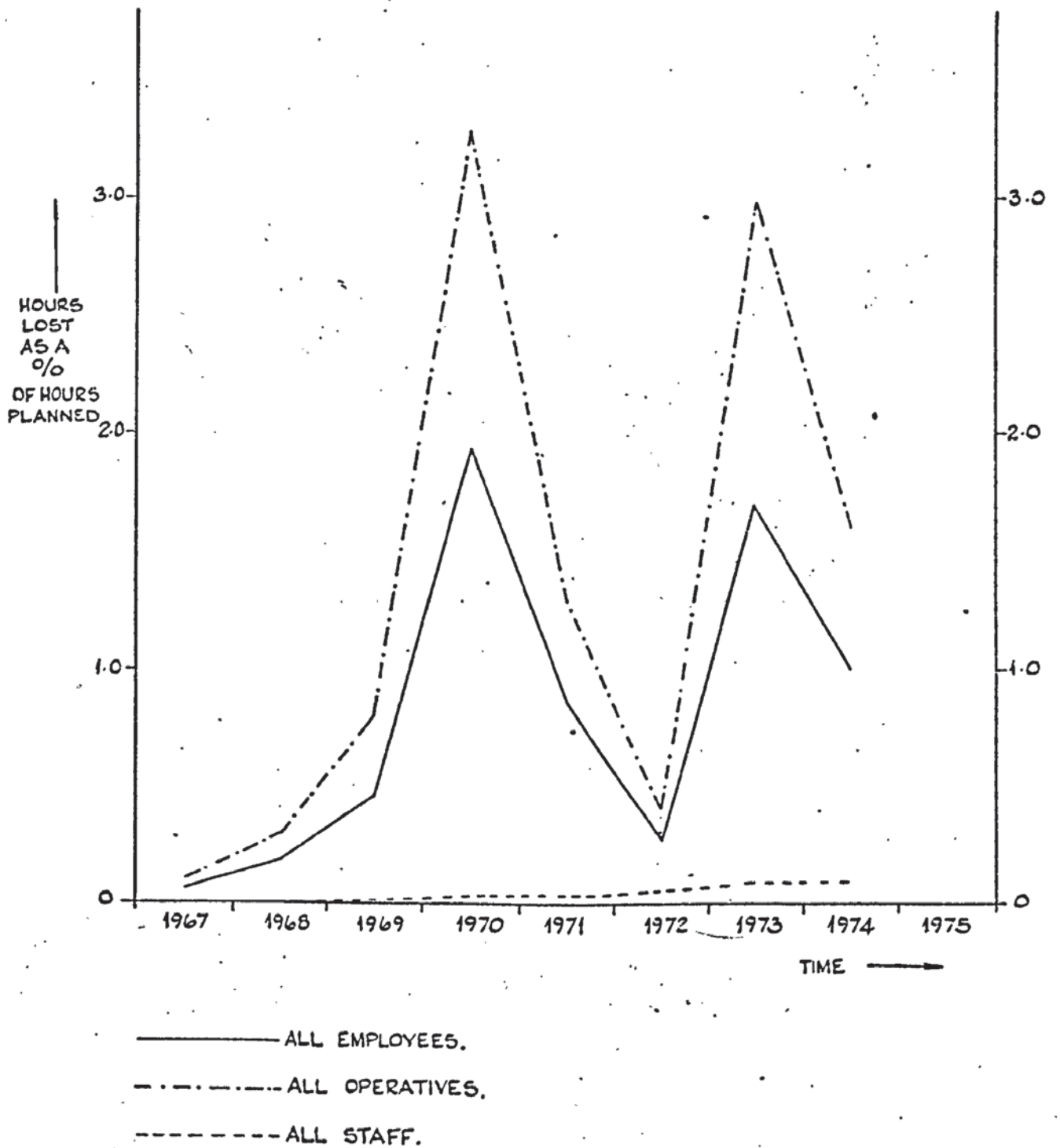
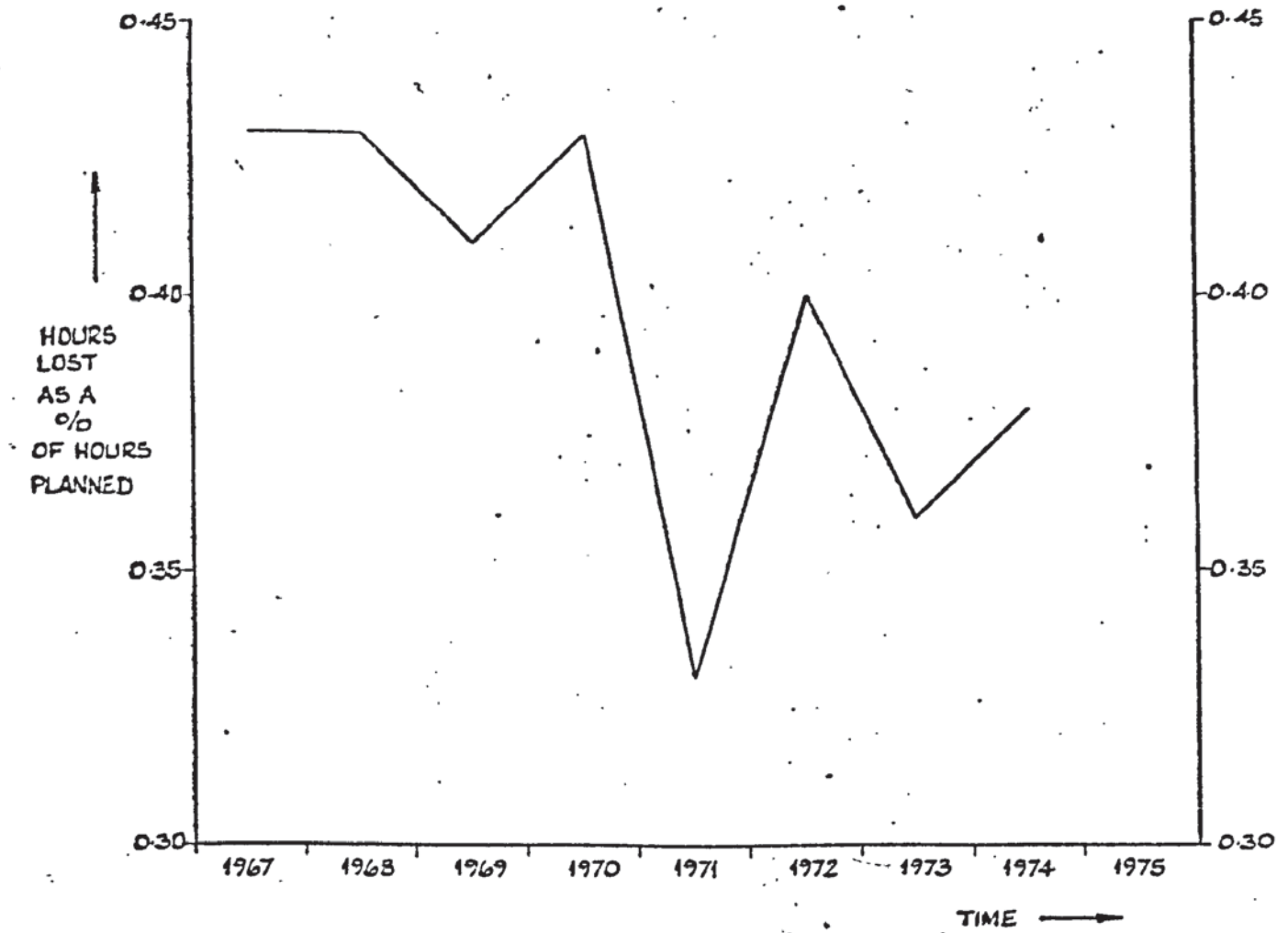


FIGURE 21: HOURS LOST THROUGH ACCIDENTS 1967 - 1974 (INC.)
- ALL OPERATIVES.



PERSONNEL STATISTICS
SUPPLEMENTARY DETAILS FOR MAIN FACILITIES (NON-SITE PERSONNEL ONLY)
June 1973

SHEET 1.

	U.K. TYRE GROUP				ENG'G GROUP				DUNLOP-ANGUS INDUSTRIAL GROUP				CONSUMER GROUP									
	Fort Dunlop	Inch- innan	Speke	Hath- ington	Cov- entry	Dudley	Yauch- enter	Skellner -ndale	Gates -head	Orimby	Grant- ington	Walker	Hirvaun	Fanna	Kalton	Byrn- narr	Barn- aley	Hor- bury	Speke Sports	Maltham Abbey	Reck- dale	
EMPLOYMENT (AT 30 JUNE 1973)																						
No. of Staff	2185	316	405	61	1940	58	399	221	291	151	69	271	176	255	295	406	46	246	73	157	125	
No. of Operatives	4076	1002	1951	227	3124	367	1074	765	947	317	232	255	453	343	624	900	562	782	471	411	314	
Total Numbers	6261	1318	2356	293	5124	425	1473	986	1238	468	301	526	629	603	919	1306	608	1028	544	568	439	
Transfers from 31 December 1972																						
Staff	-1	-2	-3	+4	+17	-4	-10	+16	+5	+4	-	+4	+9	-4	+5	+2	+1	-5	-1	+13	-9	
Operatives	-23	+18	+85	+29	-65	-3	-128	-1	+24	+9	+12	+16	+26	-16	-37	+93	+29	+14	+19	-18	+12	
Total	-24	+16	+82	+33	-43	-7	-138	+15	+29	+13	+12	+20	+35	-20	-32	+95	+30	+9	+18	-5	+3	
% Female : Staff	27.3	27.2	22.0	13.1	29.5	24.5	27.1	22.6	26.8	21.2	17.4	33.9	27.8	29.8	40.3	40.9	26.1	31.7	31.5	52.9	36.8	
Operatives	5.0	5.3	2.6	1.3	12.4	16.9	19.4	36.5	6.2	8.5	3.9	7.8	27.8	14.9	46.3	8.3	73.7	52.2	70.1	51.3	32.8	
Total	12.1	10.5	5.9	3.8	18.9	19.3	21.5	33.4	11.1	12.6	7.0	21.3	27.8	21.2	44.4	18.5	70.1	47.3	64.9	51.9	33.9	
Staff as % of : Operatives	46.6	31.5	20.8	26.9	60.9	15.8	37.2	28.9	30.7	47.6	29.7	106.3	39.9	73.3	47.3	45.1	8.2	31.5	15.5	38.2	19.8	
Total	31.8	24.0	17.2	21.2	37.9	13.6	27.1	22.4	23.5	32.3	22.9	31.5	28.0	42.3	32.1	31.1	7.6	23.9	13.4	27.6	25.5	
MAN-HOURS LOST THROUGH INDUSTRIAL ACTION (1 Jan - 30 June)																						
Staff	16675	1875	920	-	5898	158	-	-	-	989	-	-	1636	-	-	1057	-	-	201	-	-	
Operatives	63680	59205	48116	512	69351	3186	3520	6080	-	4056	-	4000	604	304	656	6320	120	2900	8054	-	120	
Total	73755	61000	49236	512	75249	3344	3520	6080	-	5045	-	4000	2240	304	656	7377	120	2900	8255	-	120	
NUMBERS DATE PERCENT (1 Jan - 30 June)																						
Staff : Male	3	-	2	-	4	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	3	
Operatives : Male	3	-	2	-	2	-	2	-	-	-	-	-	-	-	6	-	-	-	-	-	1	
Operatives : Female	-	-	-	-	-	-	4	-	-	-	-	-	-	-	31	-	-	-	-	-	6	
ANNUAL LABOR TURNOVER RATE (FOR HALF-YEAR)																						
Male : Staff	6	6	8	-	11	30	21	7	14	26	11	11	8	9	9	7	12	14	12	23	22	
Operatives	12	8	11	11	15	51	50	20	9	14	9	25	14	27	10	7	65	24	16	56	45	
Female : Staff	17	5	7	57	11	10	27	12	13	41	17	20	8	38	20	24	33	38	-	21	26	
Operatives	12	24	60	-	23	49	60	18	39	38	-	-	40	67	26	11	43	53	13	35	57	
All employees	11	8	11	11	14	47	44	17	11	20	10	18	17	27	16	10	46	35	13	39	42	
ABSENCE RATE % - OPERATIVES (FOR HALF-YEAR)																						
Male	5.1	5.9	5.8	N/A	5.0	6.6	9.4	6.9	6.6	4.9	N/A	N/A	6.8	5.6	6.0	6.7	11.5	5.7	7.7	6.0	4.1	
Female	3.8	6.6	7.8	N/A	7.0	9.6	8.5	8.7	8.3	4.8	N/A	N/A	11.5	4.6	10.7	9.9	9.0	7.9	9.3	6.8	8.9	
Total	5.0	5.9	5.8	N/A	5.2	7.1	9.3	7.5	6.8	4.8	N/A	N/A	8.1	5.4	8.1	7.0	9.6	6.9	8.9	6.4	5.6	

OPERATIVES HOME & EARNINGS
Men : Ave £p per week
(Process & Misc.)
Ave. Hours
Ave. per hr.
Women : Ave £p per week
(Eng'g & Allied)
Ave. Hours
Ave. per hr.
Women : Ave £p per week
(Process & Misc.)
Ave. Hours
Ave. per hr.

DESCRIPTION (end of Half-Year)	DUNLOP-ANGUS INDUSTRIAL GROUP										CONSUMER GROUP										TOTAL
	U.K.T.G.	N.T.C.	Engine-ering Group	Belting	G.R.G.	Polymer Eng.	Rubber	Fluid Seal	Precision Rubbers	Fire Armour	Hose	R.E. Comp.	Angus House	TOTAL	Chem. Prods.	Dunlop Footwear	Sester	I.S.C.	Textiles	TOTAL	
4566	4441	2036	204	692	873	133	402	209	452	934	20	83	4010	162	667	343	690	890	149	2970	1156
8759	4441	3747	273	1969	1092	304	1607	256	629	1751	81	15	7977	145	930	680	1290	2810	592	7647	7
13325	4441	5763	477	2661	1965	437	2009	465	1081	2685	109	98	11997	307	1597	1023	1990	3690	741	10017	1163
Staff	-12	+13	+5	+2	-13	+15	-167	-1	-70	+10	+3	+2	-199	-2	-1	+5	-9	+19	-9	+4	-67
Operatives	+64	-75	-75	-139	+12	+100	+181	-5	+4	+61	-1	+1	+211	+15	+9	-34	+124	+80	+10	+203	+2
Total	+3	-62	+2	-137	-6	+115	+14	-6	-36	+71	+2	+3	+22	+13	+7	-29	+116	+99	+1	+207	-65
% Female	22.0	24.3	29.6	23.5	24.7	23.1	36.3	32.1	29.3	27.0	35.7	43.4	28.5	25.3	27.4	36.4	35.1	39.4	34.9	34.2	31.4
Operatives	4.2	13.3	13.3	9.2	27.1	11.2	42.6	45.8	10.3	6.6	35.1	66.7	22.1	31.0	23.9	43.7	5.8	60.3	36.8	39.6	19.2
Total	10.3	24.3	19.0	15.3	26.5	16.5	41.4	41.3	22.7	15.2	33.0	46.9	24.2	28.0	25.4	41.3	16.0	55.3	36.4	37.9	31.2
Staff as % of Operatives	52.1	54.3	54.3	74.7	35.1	79.9	43.8	81.6	71.9	53.3	34.6	84.7	50.3	111.7	71.7	50.4	53.5	34.3	25.2	42.1	69.6
Total	32.3	35.2	35.2	42.8	26.0	44.4	20.0	44.9	41.8	34.8	25.7	84.7	33.5	52.8	41.8	33.5	34.6	23.8	20.1	29.6	99.4
MAINTENANCE LOGS REPRODUCED INDUSTRIAL ATTACH (1 JANUARY - 30 JUNE 1973)	13665	260	6056	240	9600	32	450	-	2079	989	-	-	1711	-	1636	-	1057	201	-	2894	1511
Operatives	175949	-	73377	1520	9600	2377	3200	-	8056	-	-	-	29191	-	909	656	6320	11667	310	19681	-
Staff	34	7	4	-	-	-	-	-	5	1	-	-	7	-	-	1	-	-	3	4	3
Operatives: Male	8	2	2	-	2	-	-	-	2	-	-	2	6	-	-	1	-	-	-	1	1
Operatives: Female	13	-	-	-	-	-	-	-	26	-	-	-	26	-	-	7	3	-	1	11	1
Total	1	-	-	-	4	-	-	-	-	-	-	-	4	-	-	31	-	-	6	37	-
Male	17	92	13	14	16	14	6	15	35	19	-	9	26	13	12	11	19	16	20	15	22
Operatives	15	21	21	16	40	38	91	81	27	12	29	53	29	4	24	11	19	39	36	26	32
Staff	19	11	11	29	24	30	44	21	45	25	-	53	35	24	40	21	43	38	26	36	37
Operatives	20	31	31	8	34	40	8	56	6	29	31	40	37	20	51	25	11	37	28	37	35
All Employees	16	84	19	16	33	29	55	46	31	16	22	29	30	13	33	17	22	35	36	28	26
Male	5.6	-	5.2	4.1	8.4	7.4	-	5.6	5.7	6.2	-	-	6.5	8.2	6.0	6.0	6.7	6.3	4.7	6.2	5.9
Female	5.0	-	7.2	-	8.8	4.2	-	10.5	6.1	7.2	-	-	6.9	5.1	8.5	10.7	9.9	8.7	7.7	8.8	7.8
Total	5.6	-	5.5	4.1	8.5	7.1	-	7.9	6.7	6.3	-	-	6.6	7.3	6.6	8.1	7.0	7.8	5.8	7.3	6.2

MEN : Avg. Sp per week
 (Process & Misc.) Avg. hours
 Avg. piece per hour
 Women : Avg. Sp per week
 (D.K.'s & Allied) Avg. hours
 Avg. piece per hour
 Women : Avg. Sp per week
 (Process & Misc.) Avg. hours
 Avg. piece per hour

CENSUS OF EMPLOYEES BY AGE AND SERVICE AT 31 DECEMBER

Indicate Group here Note: All Age and Service Groups are inclusive
 Name of Establishment
 Census Year

Male Staff _____
 Female Staff _____
 Male Operatives _____
 Female Operatives _____

Years of Age	Total Engaged 1 Jan - 31 Dec	YEARS OF SERVICE													Total									
		Under 1	1	2	3	4	5 to 9	10 to 14	15 to 19	20	21	22	23	24		25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 and over			
A Under 20																								
B 20 - 24																								
C 25 - 29																								
D 30 - 34																								
E 35 - 39																								
F 40 - 44																								
G 45 - 49																								
H 50 - 54																								
I 55 - 59																								
J 60 - 64																								
K 65 & over																								
TOTAL																								

A B C D E F G H I J K

A B C D E F G H I J K L M N O P Q R S T

18/07/75

COMPUTERISED STAFF PERSONNEL FILE

PAGE NO 16

REPORT 547

AT 01/01/74

LABOUR TURNOVER PROJECT - CURRENT STAFF

FEMALES

COUNT (FUN)

COUNT (DIV)

SALARY

AGE YR MT

JOB YR MT

COMPANY YR MT

FUNC

LOCN

DIV

18.67

74.00

2.25

A

0461

M 009

1

24.25

3.00

3.00

A

0461

M 009

2

27.33

3.17

3.17

A

0461

M 009

3

19.50

3.33

3.33

A

0461

S 009

4

24.92

3.83

3.83

A

0461

S 009

5

49.25

3.33

4.08

A

0461

M 009

6

29.08

74.00

4.33

A

0461

M 009

7

30.08

2.75

5.33

A

0461

M 009

8

25.67

4.92

5.83

A

0461

S 009

9

23.92

3.33

6.33

A

0461

M 009

10

28.92

4.25

6.92

A

0461

M 009

11

54.58

3.33

7.25

A

0461

M 009

12

51.92

8.17

8.17

A

0461

M 009

13

25.50

3.33

10.33

A

0461

M 009

14

29.58

12.08

12.08

A

0461

M 009

15

47.63

12.25

20.50

A

0461

M 009

16

50.33

7.50

30.50

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0461

S 009

17

561.33

226.58

137.25

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19/11/74 'COMPUTERISED STAFF PERSONNEL FILE' PAGE NO 25
 LABOUR TURNOVER PROJECT - LEAVERS MALES 01/07/73 TO 30/09/73 REPORT 547A

DIV	LOCN	FUNC	COMPANY YR MT	JOB YR MT	AGE YR MT	SALARY	LEAVING	LEFT DATE	COUNT (FUN)	COUNT (DIV)	COUNT (LOCN)
M	085	0001	F	0.33	45.50	£1168	21	10/08/73			
			F			£1168		/ /	1		
	0001					£1168		/ /		1	
M	085	0002	G	2.83	37.25	£1912	21	31/07/73			
			G			£1912		/ /	1		
	0002					£1912		/ /		1	
M	085	0003	F	0.08	48.08	£1248	06	28/09/73			
			F	1.75	56.92	£1144	04	03/08/73			
			F			£2392		/ /	2		
M	045	0003	G	0.17	51.25	£1236	13	20/07/73			
S	085	0003	G	0.33	33.08	£1170	08	31/08/73			
M	085	0003	G	1.58	55.42	£1269	08	26/09/73			

Table 1 Regional analysis of unemployment: September 9, 1974.

	South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
Unemployed excluding school-leavers and adult students	117,993	58,216	12,083	41,429	49,376	33,554	52,492	97,161	59,101	38,094	82,301	584,364	29,026	613,410
Seasonally adjusted														
Number	125,100	—	14,500	45,100	49,300	34,500	54,700	99,300	61,300	39,700	86,500	611,900	29,600	641,500
Percentage rates*	1.7	—	2.2	2.9	2.2	2.3	2.7	3.6	4.7	3.8	4.0	2.7	5.8	2.8
School-leavers (included in unemployed)†														
Males	2,172	1,206	189	501	2,427	1,099	1,942	4,452	3,458	2,114	1,894	20,248	1,755	22,003
Females	1,296	689	116	253	1,831	595	1,422	2,776	2,371	1,638	880	13,178	1,084	14,262
Adult students (included in unemployed)††														
Males	2,111	745	157	793	2,393	743	2,549	3,209	2,145	1,475	2,509	18,083	1,731	19,814
Females	858	309	70	330	1,416	695	1,672	2,122	1,705	1,135	1,215	11,218	1,978	13,196
Unemployed														
Total	124,430	61,165	13,415	43,306	57,443	36,686	60,076	109,770	68,780	44,456	88,799	647,111	35,574	682,685
Males	105,072	52,206	11,177	36,319	45,270	30,123	49,122	90,233	54,344	34,785	70,968	527,413	24,386	551,799
Females	19,358	8,959	2,238	6,987	12,173	6,563	10,954	19,487	14,436	9,671	17,831	119,698	11,188	130,886
Married females††	3,777	1,435	554	1,726	2,353	1,720	2,463	4,560	3,379	2,283	6,796	29,611	4,411	34,022
Percentage rates*														
Total	1.7	1.6	2.0	2.8	2.5	2.4	3.0	3.9	5.3	4.3	4.1	2.8	7.0	2.9
Males	2.3	2.2	2.7	3.8	3.2	3.2	3.9	5.3	6.6	5.2	5.5	3.8	7.7	3.9
Females	0.7	0.6	0.9	1.2	1.4	1.1	1.5	1.8	3.0	2.6	2.1	1.4	5.7	1.5
Length of time on register														
Males														
Up to 2 weeks	21,553	10,088	2,258	6,600	7,759	5,077	8,478	13,179	7,636	5,386	8,982	86,808	3,413	90,221
Over 2 and up to 4 weeks	10,260	5,161	968	3,092	4,122	2,626	4,256	7,492	4,308	3,039	6,774	47,087	2,134	49,221
Over 4 and up to 8 weeks	16,386	8,243	1,483	5,094	7,322	4,329	7,673	13,952	8,627	5,463	9,167	79,666	3,513	83,179
Over 8 weeks	59,185	30,174	6,575	21,892	26,538	18,600	29,644	56,428	34,266	21,258	46,948	321,534	15,647	337,181
Total (unadjusted)††	107,384	53,616	11,284	36,678	45,941	30,782	50,021	91,001	55,037	35,145	71,821	535,095	24,707	559,802
Females														
Up to 2 weeks	6,004	2,739	630	1,966	2,810	1,947	2,751	4,456	3,053	2,035	3,406	29,088	2,217	31,305
Over 2 and up to 4 weeks	2,751	1,243	254	892	1,440	819	1,339	2,333	1,684	1,078	2,384	14,974	1,313	16,287
Over 4 and up to 8 weeks	3,863	1,857	387	1,283	3,092	1,394	2,528	4,602	3,545	2,227	2,660	25,781	2,124	27,905
Over 8 weeks	7,356	3,441	1,007	3,031	5,024	2,658	4,618	8,471	6,393	4,419	9,514	52,391	5,669	58,060
Total (unadjusted)††	19,904	9,260	2,278	7,142	12,396	6,818	11,236	19,862	14,675	9,759	18,164	122,234	11,323	133,557

* Numbers unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1973.
 † The number of unemployed married females, school-leavers and adult students, and the analysis by duration of unemployment are not adjusted to take into account additions and deletions in respect of the statistical date but notified on the four days following that date.
 †† Included in females.

i) Unemployment in the U.K.

DATE (QUARTERS)	UNEMPLOYMENT RATES (%)		
	MALE	FEMALE	TOTAL
1967 (2)	2.8	1.2	2.2
(3)	3.0	1.3	2.4
(4)	3.4	1.2	2.6
1968 (1)	3.3	1.2	2.5
(2)	3.0	0.9	2.2
(3)	3.1	1.0	2.3
(4)	3.2	1.0	2.4
1969 (1)	3.3	1.0	2.5
(2)	3.0	0.9	2.2
(3)	3.2	1.0	2.4
(4)	3.4	1.0	2.5
1970 (1)	3.6	1.0	2.6
(2)	3.3	0.9	2.4
(3)	3.4	1.1	2.5
(4)	3.7	1.1	2.7
1971 (1)	4.2	1.3	3.2
(2)	4.3	1.3	3.2
(3)	4.9	1.6	3.7
(4)	5.3	1.7	3.9
1972 (1)	5.6	1.7	4.1
(2)	4.8	1.5	3.5
(3)	4.9	1.8	3.7
(4)	4.5	1.6	3.4
1973 (1,2)	4.0	1.3	3.0
(3,4)	3.2	1.0	2.3
1974 (1,2)	3.5	1.0	2.6
(3,4)	3.7	1.2	2.7
MEAN	3.8	1.2	2.8
S.D.	0.83	0.29	0.61
RANGE	2.8	0.9	1.9

ii) Unemployment - Coventry

DATE (QUARTERS)	UNEMPLOYMENT RATES (%)					
	LOCAL			REGIONAL		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
1967 (2)	2.8	1.4	2.3	2.8	1.2	2.3
(3)	3.1	1.7	2.7	3.0	1.3	2.4
(4)	3.6	1.8	3.0	3.1	1.1	2.4
1968 (1)	3.6	1.6	2.9	3.4	1.0	2.6
(2)	3.7	1.4	2.9	2.8	0.9	2.1
(3)	3.7	1.4	2.9	2.8	0.9	2.1
(4)	3.4	1.4	2.7	2.7	0.8	2.0
1969 (1)	3.0	1.2	2.4	2.6	0.7	2.0
(2)	2.6	0.9	2.0	2.5	0.7	1.8
(3)	2.5	1.0	2.0	2.7	0.9	2.0
(4)	2.5	1.0	2.0	2.9	0.8	2.2
1970 (1)	2.6	1.0	2.1	2.9	0.8	2.1
(2)	2.6	1.1	2.1	3.1	0.9	2.3
(3)	2.6	1.4	2.2	3.3	1.1	2.5
(4)	2.7	1.5	2.4	2.9	0.9	2.2
1971 (1)	3.7	2.3	3.3	3.7	1.2	2.8
(2)	5.8	2.6	4.8	4.5	1.2	3.3
(3)	13.0	2.6	9.6	6.2	1.6	4.5
(4)	15.5	2.9	11.3	7.4	1.7	5.3
1972 (1)	9.1	2.5	6.9	10.5	2.8	7.7
(2)	5.7	2.2	4.5	5.5	1.6	4.1
(3)	5.2	2.6	4.4	5.2	1.8	3.9
(4)	4.7	2.6	4.0	4.2	1.5	3.2
1973 (1,2)	3.3	1.1	2.9	3.4	1.1	2.5
(3,4)	2.7	1.8	2.4	2.6	1.0	1.9
1974 (1,2)	2.7	1.6	2.6	2.8	1.0	2.2
(3,4)	3.6	3.0	3.4	3.1	1.3	2.4
MEAN	4.4	1.8	3.6	3.8	1.2	2.8
S.D.	3.19	0.65	2.27	1.8	0.45	1.30
RANGE	13.0	2.1	9.3	8.0	2.1	5.9

iii) Unemployment - Walton (Liverpool)

DATE (QUARTERS)	UNEMPLOYMENT RATES (%)					
	LOCAL			REGIONAL		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
1967 (2)	N/A	N/A	N/A	3.0	1.5	2.5
(3)	"	"	"	3.1	1.4	2.5
(4)	"	"	"	3.2	1.3	2.5
1968 (1)	"	"	"	3.5	1.2	2.6
(2)	"	"	"	3.3	1.0	2.4
(3)	"	"	"	3.2	0.9	2.3
(4)	5.1	1.2	3.6	3.3	0.9	2.4
1969 (1)	5.3	1.1	3.7	3.6	0.9	2.5
(2)	5.3	1.2	3.8	3.4	0.9	2.4
(3)	5.5	1.2	3.9	3.4	0.9	2.5
(4)	5.7	1.3	4.1	3.5	0.9	2.5
1970 (1)	5.9	1.3	4.3	3.8	0.9	2.7
(2)	6.1	1.3	4.4	3.7	0.9	2.7
(3)	6.3	1.4	4.6	3.9	1.0	2.8
(4)	6.6	1.5	4.8	3.9	1.0	2.7
1971 (1)	7.0	1.8	5.3	4.7	1.4	3.4
(2)	7.5	2.1	5.9	5.1	1.4	3.7
(3)	8.4	2.4	6.6	5.9	1.8	4.3
(4)	9.5	2.8	7.4	6.5	1.9	4.7
1972 (1)	10.0	3.1	7.5	8.4	2.6	5.9
(2)	9.9	3.1	7.3	6.9	1.9	5.0
(3)	10.3	3.4	7.6	7.0	2.1	5.1
(4)	10.7	3.5	7.7	6.2	1.8	4.5
1973 (1,2)	10.0	2.9	6.9	5.7	1.5	4.0
(3,4)	8.5	2.3	5.9	4.4	1.2	3.1
1974 (1,2)	7.8	2.0	5.6	4.7	1.3	3.4
(3,4)	8.9	2.7	6.5	5.2	1.6	3.7
MEAN	7.6	2.1	5.6	4.5	1.3	3.3
S.D.	1.92	0.82	1.46	1.43	0.45	1.02
RANGE	5.6	2.4	4.1	5.0	1.7	3.6

iv) Unemployment in Inchinnan (Renfrew)

DATE (QUARTERS)	UNEMPLOYMENT RATES (%)					
	LOCAL			REGIONAL		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
1967 (2)	3.4	2.1	3.0	4.4	2.5	3.7
(3)	3.5	2.0	3.0	4.5	2.5	3.7
(4)	3.5	1.8	2.9	4.7	2.5	3.9
1968 (1)	3.7	1.8	3.1	5.2	2.5	4.2
(2)	3.4	1.5	2.8	4.7	2.2	3.7
(3)	3.6	1.5	2.8	4.7	2.2	3.8
(4)	3.4	1.4	2.7	4.6	2.1	3.6
1969 (1)	3.6	1.6	2.9	5.1	2.2	4.0
(2)	3.1	1.4	2.5	4.6	1.8	3.6
(3)	3.6	1.5	2.8	4.9	2.0	3.8
(4)	3.5	1.5	2.8	4.9	1.9	3.8
1970 (1)	3.9	1.4	3.1	5.7	2.1	4.3
(2)	3.9	1.5	3.1	5.3	2.0	4.0
(3)	4.3	1.6	3.4	5.8	2.1	4.4
(4)	4.5	1.7	3.5	6.1	2.3	4.6
1971 (1)	5.3	2.3	4.2	7.2	2.8	5.3
(2)	6.2	3.0	5.0	7.5	2.7	5.6
(3)	7.0	3.3	5.6	8.2	3.1	8.2
(4)	7.2	3.4	5.9	8.6	3.4	6.5
1972 (1)	8.3	4.1	6.8	10.3	4.8	8.2
(2)	7.1	3.8	5.9	8.5	3.5	6.5
(3)	7.2	4.2	6.2	8.6	3.6	6.6
(4)	6.4	3.7	5.5	7.8	3.4	6.0
1973 (1,2)	5.4	3.0	4.6	6.8	3.0	5.3
(3,4)	4.2	1.8	3.3	5.4	2.5	4.1
1974 (1,2)	3.8	1.6	3.0	5.5	2.1	4.2
(3,4)	3.7	2.0	2.9	5.5	2.1	4.1
MEAN	4.7	2.2	3.8	6.1	2.6	4.7
S.D.	1.56	0.87	1.31	1.63	0.68	1.22
RANGE	5.2	2.7	4.3	5.9	3.0	4.6

v) Unemployment - Leicester

DATE (QUARTERS)	UNEMPLOYMENT RATES (%)					
	LOCAL			REGIONAL		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
1967 (2)				2.2	1.0	1.7
(3)	1.7	0.7	1.3	2.1	0.9	1.7
(4)	1.8	0.6	1.3	2.3	0.9	1.8
1968 (1)	2.1	0.6	1.5	2.6	0.8	2.0
(2)	2.2	0.5	1.6	2.4	0.7	1.8
(3)	2.0	0.4	1.4	2.4	0.7	1.8
(4)	1.8	0.4	1.3	2.5	0.8	1.9
1969 (1)	1.9	0.4	1.3	2.9	0.7	2.1
(2)	1.8	0.3	1.2	2.5	0.7	1.9
(3)	1.6	0.4	1.1	2.5	0.8	1.9
(4)	1.6	0.4	1.1	2.7	0.8	2.1
1970 (1)	1.7	0.4	1.2	3.3	0.9	2.4
(2)	1.8	0.4	1.3	3.3	0.9	2.4
(3)	1.9	0.5	1.3	3.2	1.0	2.4
(4)	2.0	0.5	1.4	3.0	1.0	2.2
1971 (1)	2.4	0.5	1.5	3.9	1.1	2.9
(2)	2.9	0.6	1.9	4.2	1.2	3.1
(3)	3.3	0.7	2.2	4.2	1.3	3.2
(4)	3.9	0.8	2.6	4.6	1.3	3.4
1972 (1)	4.2	0.8	2.8	7.0	2.8	5.4
(2)	3.8	0.8	2.6	4.3	1.2	3.2
(3)	3.7	1.0	2.6	4.1	1.3	3.1
(4)	3.5	0.9	2.5	3.7	1.2	2.8
1973 (1,2)	2.7	0.7	1.9	3.3	1.0	2.4
(3,4)	2.2	0.5	1.5	2.6	0.7	1.9
1974 (1,2)	2.3	0.4	1.6	3.0	0.9	2.2
(3,4)	2.7	0.7	1.9	3.1	1.0	2.3
MEAN	2.4	0.6	1.7	3.3	1.0	2.4
S.D.	0.81	0.19	0.54	1.0	0.41	0.79
RANGE	2.6	0.7	1.7	4.9	2.1	3.7

vi) Unemployment - Horbury (Wakefield)

DATE (QUARTERS)	UNEMPLOYMENT RATES (%)					
	LOCAL			REGIONAL		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
1967 (2)	1.5	0.6	1.2	2.6	1.0	2.0
(3)	1.7	0.6	1.3	2.6	1.0	2.0
(4)	2.1	0.6	1.5	3.1	1.0	2.3
1968 (1)	2.2	0.6	1.6	3.5	1.0	2.6
(2)	2.3	0.6	1.7	3.4	0.9	2.5
(3)	2.6	0.6	1.9	3.4	1.1	2.5
(4)	3.1	0.6	2.2	3.5	0.9	2.6
1969 (1)	3.2	0.6	2.2	3.5	0.9	2.7
(2)	2.9	0.6	2.0	3.3	0.8	2.5
(3)	2.9	0.6	2.0	3.4	1.1	2.6
(4)	3.3	0.7	2.3	3.7	1.0	2.7
1970 (1)	3.6	0.7	2.5	4.1	1.0	3.0
(2)	3.4	0.7	2.4	3.9	1.0	2.8
(3)	3.3	0.7	2.3	3.9	1.1	2.9
(4)	3.3	0.8	2.3	4.1	1.1	3.0
1971 (1)	3.5	0.8	2.5	4.7	1.3	3.4
(2)	3.7	0.9	2.7	5.1	1.4	3.7
(3)	4.1	1.2	3.0	5.6	1.7	4.2
(4)	4.5	1.2	3.3	6.1	1.7	4.5
1972 (1)	4.7	1.1	3.4	8.1	2.9	6.2
(2)	4.3	1.0	3.0	5.8	1.7	4.3
(3)	3.9	1.1	2.8	5.8	2.0	4.3
(4)	3.8	1.0	2.7	5.0	1.6	3.8
1973 (1,2)	3.0	0.7	2.1	4.3	1.4	3.3
(3,4)	2.4	0.6	1.7	3.4	1.1	2.6
1974 (1,2)	2.6	0.7	1.8	3.7	1.1	2.8
(3,4)	2.7	1.0	2.0	3.8	1.3	2.8
MEAN	3.1	0.8	2.2	4.2	1.3	3.1
S.D.	0.82	0.21	0.57	1.27	0.45	0.93
RANGE	3.2	0.6	2.2	5.5	2.1	4.2

COVENTRY - AGE AND SERVICE DISTRIBUTIONS

DATE (QUARTERS)	MALE OPERATIVES					
	SERVICE DISTRIBUTION (%)			AGE DISTRIBUTION (%)		
	UNDER 1 year	1-4 years	OVER 5 years	UNDER 20 years	20-29 years	OVER 30 years
1967 (2)	6.9	37.0	56.1	5.4	18.1	76.5
(3)	6.7	36.1	57.2	5.6	17.7	76.7
(4)	6.5	35.3	58.2	5.8	17.3	76.9
1968 (1)	7.5	34.1	58.4	6.1	17.2	76.8
(2)	8.6	32.9	58.6	6.3	17.1	76.6
(3)	9.6	31.6	58.8	6.6	16.9	76.5
(4)	10.6	30.4	59.0	6.8	16.8	76.3
1969 (1)	11.8	29.4	58.9	7.0	17.0	75.9
(2)	13.0	28.3	58.7	7.2	17.3	75.5
(3)	14.2	27.3	58.5	7.4	17.5	75.1
(4)	15.4	26.2	58.4	7.6	17.7	74.7
1970 (1)	13.6	26.9	59.5	7.9	17.2	75.0
(2)	11.8	27.6	60.6	8.1	16.6	75.3
(3)	10.0	28.2	61.7	8.4	16.1	75.5
(4)	8.2	28.9	62.9	8.6	15.5	75.8
1971 (1)	6.7	29.0	64.3	8.6	15.3	76.1
(2)	5.2	29.2	65.7	8.5	15.1	76.4
(3)	3.7	29.3	67.1	8.5	14.8	76.6
(4)	2.2	29.4	68.4	8.4	14.6	76.9
1972 (1)	3.3	28.3	68.4	8.1	14.6	77.3
(2)	4.4	27.1	68.5	7.8	14.6	77.6
(3)	5.5	26.0	68.6	7.4	14.6	78.0
(4)	6.6	24.8	68.6	7.1	14.6	78.3
1973 (1,2)	6.6	24.8	68.6	6.1	15.0	79.0
(3,4)	7.5	22.9	69.6	5.0	15.4	79.6
1974 (1,2)	8.4	21.0	70.7	4.9	14.8	80.3
(3,4)	6.8	19.6	73.7	4.8	14.2	81.0
MEAN	8.2	28.6	63.2	7.0	16.0	76.9
SD	3.4	4.2	5.2	1.2	1.3	1.6
RANGE	13.2	17.4	17.6	3.8	3.9	6.3

COVENTRY - AGE AND SERVICE DISTRIBUTIONS

DATE (QUARTERS)	FEMALE OPERATIVES					
	SERVICE DISTRIBUTION (%)			AGE DISTRIBUTION (%)		
	UNDER 1 year	1-4 years	OVER 5 years	UNDER 20 years	20-29 years	OVER 30 years
1967 (2)	21.4	50.5	28.1	9.5	22.1	68.5
(3)	25.6	46.7	27.8	9.2	22.4	68.4
(4)	29.7	42.8	27.5	8.9	22.7	68.4
1968 (1)	30.9	41.2	28.0	8.9	22.8	68.3
(2)	32.1	39.5	28.5	8.9	22.9	68.3
(3)	33.3	37.9	28.9	8.8	22.9	68.2
(4)	34.4	36.2	29.4	8.8	23.0	68.1
1969 (1)	30.4	38.0	31.6	9.6	21.9	68.5
(2)	26.4	39.7	33.9	10.3	20.8	68.9
(3)	22.4	41.5	36.1	11.1	19.7	69.2
(4)	18.5	43.2	38.3	11.8	18.6	69.6
1970 (1)	15.8	43.4	40.9	10.9	18.7	70.4
(2)	13.0	43.6	43.5	10.0	18.8	71.3
(3)	10.2	43.7	46.1	9.1	18.8	72.1
(4)	7.4	43.9	48.7	8.2	18.9	72.9
1971 (1)	7.4	43.5	49.2	8.6	18.4	73.0
(2)	7.4	43.0	49.7	9.0	18.0	73.1
(3)	7.3	42.6	50.1	9.3	17.5	73.2
(4)	7.3	42.1	50.6	9.7	17.0	73.3
1972 (1)	7.2	39.9	53.0	10.0	16.6	73.4
(2)	7.0	37.7	55.3	10.3	16.3	73.5
(3)	6.9	35.5	57.7	10.5	15.9	73.6
(4)	6.7	33.3	60.0	10.8	15.5	73.7
1973 (1,2)	6.7	33.3	60.0	8.7	16.4	74.9
(3,4)	9.4	27.4	63.2	6.6	17.3	76.1
1974 (1,2)	11.7	21.8	66.5	6.3	16.1	77.7
(3,4)	8.8	19.9	71.3	5.9	14.9	79.3
MEAN	16.5	38.4	45.2	9.2	19.1	71.7
SD	10.3	7.9	14.5	1.4	2.7	3.2
RANGE	27.7	30.6	43.8	5.9	8.1	11.2

COVENTRY - AGE AND SERVICE DISTRIBUTIONS

DATE (QUARTERS)	MALE STAFF					
	SERVICE DISTRIBUTION (%)			AGE DISTRIBUTION (%)		
	UNDER 1 year	1-4 years	OVER 5 years	UNDER 20 years	20-29 years	OVER 30 years
1967 (2)	9.5	29.2	61.4	1.5	19.3	79.2
(3)	10.3	27.3	62.5	1.4	19.7	78.9
(4)	11.1	25.3	63.6	1.3	20.1	78.6
1968 (1)	9.9	25.7	64.4	1.1	20.2	78.8
(2)	8.8	26.0	65.2	0.9	20.2	78.9
(3)	7.7	26.3	66.0	0.7	20.3	79.1
(4)	6.6	26.6	66.8	0.5	20.3	79.2
1969 (1)	6.9	25.6	67.6	0.5	20.0	79.5
(2)	7.1	24.6	68.3	0.6	19.8	79.7
(3)	7.4	23.5	69.1	0.6	19.5	80.0
(4)	7.6	22.5	69.9	0.5	19.9	79.6
1970 (1)	7.7	22.2	70.1	0.6	19.2	80.2
(2)	7.8	21.9	70.4	0.4	20.6	79.1
(3)	7.9	21.5	70.6	0.3	21.2	78.5
(4)	8.0	21.2	70.8	0.2	21.9	77.9
1971 (1)	6.5	21.3	72.2	0.2	21.5	78.3
(2)	5.0	21.5	73.6	0.2	21.1	78.8
(3)	3.5	21.6	75.0	0.2	20.7	79.2
(4)	2.0	21.7	76.3	0.2	20.3	79.6
1972 (1)	2.7	20.2	77.0	0.2	20.5	79.4
(2)	3.3	18.8	77.8	0.3	20.7	79.1
(3)	4.0	17.4	78.5	0.3	20.9	78.9
(4)	4.6	16.3	79.1	0.3	21.1	78.6
1973 (1,2)	4.6	16.3	79.1	0.4	21.2	78.5
(3,4)	5.5	15.2	79.4	0.5	20.6	78.4
1974 (1,2)	6.3	14.0	79.7	0.4	21.2	79.1
(3,4)	5.2	13.3	81.5	0.5	19.9	79.7
MEAN	6.6	21.6	71.8	0.5	20.4	79.1
SD	2.4	4.5	6.2	0.4	0.7	0.5
RANGE	9.1	15.9	20.1	1.3	2.7	2.3

COVENTRY - AGE AND SERVICE DISTRIBUTIONS

DATE (QUARTERS)	FEMALE STAFF					
	SERVICE DISTRIBUTION (%)			AGE DISTRIBUTION (%)		
	UNDER 1 year	1-4 years	OVER 5 years	UNDER 20 years	20-29 years	OVER 30 years
1967 (2)	19.8	44.6	35.6	22.7	31.0	46.4
(3)	19.3	45.3	35.3	22.7	31.1	46.2
(4)	18.9	46.1	35.0	22.7	31.3	46.0
1968 (1)	17.3	46.7	36.0	22.4	31.3	46.3
(2)	15.8	47.4	36.9	22.2	31.4	46.5
(3)	14.2	48.0	37.9	21.9	31.4	46.8
(4)	12.6	48.6	38.8	21.6	31.4	47.0
1969 (1)	14.2	46.4	39.5	21.3	31.5	47.3
(2)	15.8	44.1	40.2	20.9	31.6	47.6
(3)	17.3	41.9	40.9	20.6	31.6	47.8
(4)	18.9	39.6	41.5	20.2	31.7	48.1
1970 (1)	17.2	39.7	42.8	19.3	32.4	48.4
(2)	16.6	39.9	44.1	18.4	33.0	48.7
(3)	15.0	40.0	45.4	17.4	33.7	48.9
(4)	13.3	40.1	46.6	16.5	34.3	49.2
1971 (1)	11.5	40.1	48.5	15.8	34.4	49.8
(2)	9.6	40.1	50.4	15.1	34.6	50.4
(3)	7.8	40.0	52.3	14.3	34.7	51.0
(4)	5.9	40.0	54.1	13.6	34.8	51.6
1972 (1)	7.2	37.8	55.1	13.1	34.7	52.3
(2)	8.5	35.5	56.1	12.5	34.5	53.0
(3)	9.7	33.2	57.1	12.0	34.4	53.6
(4)	10.9	31.0	58.1	11.4	34.3	54.3
1973 (1,2)	10.9	31.0	58.1	10.3	33.2	56.6
(3,4)	11.4	30.8	57.9	9.1	32.1	58.8
1974 (1,2)	11.9	30.5	57.6	9.5	31.3	59.3
(3,4)	10.8	29.1	60.1	9.8	30.5	59.7
MEAN	13.4	39.8	46.9	16.9	32.3	50.4
SD	4.0	6.1	9.0	4.8	2.2	4.2
RANGE	13.9	18.9	25.1	13.6	4.3	13.7

AGE AND SERVICE DISTRIBUTIONS

DATE (QUARTERS)	ALL EMPLOYEES					
	SERVICE DISTRIBUTION (%)			AGE DISTRIBUTION (%)		
	UNDER 1 year	1-4 years	OVER 5 years	UNDER 20 years	20-29 years	OVER 30 years
1967 (2)	10.7	37.0	52.4	7.1	20.4	72.6
(3)	11.2	36.1	52.7	7.1	20.4	72.5
(4)	11.7	35.2	53.1	7.2	20.3	72.5
1968 (1)	11.3	34.5	54.2	7.2	20.2	72.5
(2)	11.0	33.8	55.3	7.3	20.2	72.6
(3)	10.6	33.0	56.4	7.3	20.1	72.6
(4)	10.2	32.3	57.5	7.3	20.0	72.6
1969 (1)	11.3	31.4	57.4	7.4	19.9	72.6
(2)	12.3	30.5	57.2	7.6	19.9	72.6
(3)	13.4	29.5	57.1	7.7	19.8	72.5
(4)	14.4	28.6	57.0	7.8	19.7	72.5
1970 (1)	13.0	28.9	58.2	7.7	19.6	77.7
(2)	11.6	29.1	59.4	7.7	19.6	72.8
(3)	10.1	29.4	60.5	7.6	19.5	73.0
(4)	8.7	29.6	61.7	7.5	19.4	73.1
1971 (1)	7.3	29.6	63.1	7.4	19.2	73.4
(2)	5.9	29.7	64.5	7.3	19.0	73.8
(3)	4.4	29.7	65.9	7.1	18.8	74.1
(4)	3.0	29.7	67.3	7.0	18.6	74.4
1972 (1)	3.9	28.3	67.9	6.8	18.6	74.7
(2)	4.8	26.8	68.4	6.5	18.6	74.9
(3)	5.7	25.4	69.0	6.3	18.6	75.2
(4)	6.6	23.9	69.5	6.0	18.6	75.4
1973 (1,2)	6.6	23.9	69.5	5.2	18.8	76.1
(3,4)	7.6	22.1	70.4	4.3	19.0	76.7
1974 (1,2)	8.5	20.2	71.3	4.3	18.4	77.4
(3,4)	7.0	18.9	74.1	4.2	17.7	78.1
MEAN	8.9	28.9	62.1	6.8	19.4	77.8
SD	3.2	5.0	7.1	1.1	0.7	1.7
RANGE	11.4	18.1	21.7	3.6	2.7	5.6

Table 71 Average gross weekly earnings of full-time adult men and women, by region and sub-region, April 1971

(This table corresponds to 1970 survey table 70)

FULL-TIME MEN, aged 21 and over, FULL-TIME WOMEN, aged 18 and over, including those whose pay was affected by absence APRIL 1971

Region and sub-region	Full-time manual men (aged 21 and over)			Full-time non-manual men (aged 21 and over)			Full-time manual women (aged 18 and over)			Full-time non-manual women (aged 18 and over)		
	Number	Average earnings	Standard error	Number	Average earnings	Standard error	Number	Average earnings	Standard error	Number	Average earnings	Standard error
		£	£		£	£		£	£		£	£
South East												
Greater London	8,443	31.1	0.1	7,893	44.3	0.3	1,951	16.7	0.2	5,519	22.9	0.1
Central London*	2,044	31.8	0.3	3,664	47.0	0.5	376	17.4	0.5	2,354	24.2	0.2
Rest of Greater London	6,399	30.8	0.1	4,229	42.0	0.4	1,555	16.5	0.2	3,165	22.0	0.2
Outer Metropolitan	4,832	30.0	0.1	3,227	39.5	0.4	1,011	15.1	0.2	2,051	19.6	0.2
Outer-South East: Essex	339	26.7	0.4				79	13.7	0.4	115	18.6	0.7
: Kent	524	27.0	0.4				115	13.2	0.4	188	19.3	0.5
: Sussex	702	26.0	0.3	432	34.1	0.7	173	14.2	0.3	447	19.8	0.4
: Solent	1,746	28.8	0.3	1,026	36.8	0.6	338	14.1	0.2	725	19.4	0.3
: Beds, Berks, Bucks, Oxford	658	30.3	0.4	429	39.4	0.9	135	14.9	0.4	295	19.4	0.4
TOTAL: South East	17,244	30.1	0.1	13,323	41.9	0.2	3,802	15.7	0.1	9,351	21.5	0.1
East Anglia												
South East	418	27.0	0.5				70	14.3	0.4	111	17.1	0.5
North East	700	25.9	0.3				137	14.5	0.4	204	18.7	0.6
North West	403	26.9	0.4				69	13.3	0.4	105	16.9	0.6
South West	287	26.6	0.5				68	13.0	0.4	155	19.4	0.7
TOTAL: East Anglia	1,808	26.5	0.2	863	36.4	1.0	343	13.9	0.2	575	18.2	0.3
South Western												
Central	656	26.0	0.3				149	14.3	0.4	252	18.1	0.5
Southern	763	25.6	0.3	385	34.2	0.9	132	13.7	0.5	230	17.9	0.6
Western	402	25.1	0.4	179	32.1	1.0	54	13.6	0.7	113	18.2	0.8
Northern	1,962	28.7	0.2	1,153	37.3	0.6	363	14.4	0.2	734	18.2	0.3
TOTAL: South Western	3,823	27.2	0.1	2,653	36.4	0.4	698	14.2	0.2	1,339	18.1	0.2
West Midlands												
Central	1,187	28.7	0.2	508	36.2	0.7	233	14.8	0.3	365	18.9	0.4
Conurbation	3,659	30.9	0.2	1,563	38.7	0.7	848	14.7	0.2	1,147	18.8	0.2
Coveyrie belt	1,168	35.4	0.3	450	39.6	0.8	222	15.6	0.4	335	18.3	0.4
The Rural West	265	25.4	0.5				54	13.2	0.6	114	19.7	0.8
North Staffordshire	717	27.6	0.3				282	14.7	0.3	198	18.3	0.7
TOTAL: West Midlands	6,996	30.7	0.1	2,930	38.0	0.4	1,689	14.8	0.1	2,159	18.8	0.2
East Midlands												
Nottingham/Derbyshire	2,518	27.7	0.2	914	36.2	0.6	513	14.0	0.2	678	18.6	0.3
Leicester	1,039	27.9	0.3	491	36.8	1.0	331	15.0	0.3	337	18.6	0.5
Eastern Lowlands	461	25.5	0.3				101	13.6	0.4	160	18.7	0.7
Northampton	607	27.9	0.4				151	14.3	0.4	144	17.3	0.6
TOTAL: East Midlands	4,625	27.6	0.1	1,837	36.3	0.5	1,096	14.3	0.1	1,319	18.5	0.2
Yorkshire and Humberside												
North Humberside	554	28.4	0.4				120	13.7	0.4	189	17.0	0.5
South Humberside	325	30.1	0.4				45	14.2	0.6	93	18.2	0.8
Mid Yorkshire	436	25.6	0.4				84	13.9	0.5	143	18.5	0.4
South Lindsey	97	23.4	0.7									
South Yorkshire	1,130	28.6	0.3				201	13.4	0.3	339	18.4	0.5
Yorkshire Coalfield	1,130	27.9	0.3	247	35.1	0.9	233	14.4	0.3	196	18.6	0.5
West Yorkshire	2,649	26.1	0.2	1,128	36.4	0.7	744	13.9	0.2	852	18.0	0.3
TOTAL: Yorkshire and Humberside	6,521	27.3	0.1	2,400	36.4	0.4	1,458	13.9	0.1	1,841	18.1	0.2
North Western												
South Cneshire (High Peak)	598	27.4	0.3				148	14.3	0.3	208	19.4	0.6
South Lancashire	814	29.0	0.3				220	14.4	0.3	239	18.7	0.5
Manchester	3,052	27.8	0.2	1,672	37.1	0.5	927	14.2	0.1	1,175	18.5	0.2
Merseyside	2,279	31.9	0.2	1,044	38.4	0.6	489	15.3	0.2	876	19.0	0.3
Furness	140	31.2	0.8									
Fylde	203	26.0	0.6							110	18.2	0.6
Lancaster	130	27.8	0.7									
Mid-Lancashire	458	27.9	0.4	233	37.9	1.0	126	14.5	0.4	134	18.6	0.6
North East Lancashire	608	25.6	0.3				228	14.7	0.3	173	18.7	0.6
TOTAL: North Western	8,282	28.9	0.1	3,929	37.3	0.3	2,227	14.5	0.1	2,992	18.7	0.1
Northern												
Industrial North East—North	2,231	28.0	0.2	889	35.8	0.5	479	14.7	0.2	767	18.6	0.3
Industrial North East—South	1,379	29.4	0.3	412	36.1	0.7	281	14.7	0.3	310	18.0	0.4
Rural North East—North	158	25.1	0.6									
Rural North East—South	181	24.9	0.7				55	13.6	0.5			
Cumbria and Westmorland	464	26.7	0.4				104	13.9	0.4	150	17.8	0.6
TOTAL: Northern	4,413	28.1	0.1	1,568	35.7	0.4	941	14.5	0.2	1,346	18.4	0.2
Wales												
Industrial South Wales:												
Central and Eastern valleys	867	27.4	0.3				149	14.2	0.3	152	19.4	0.7
West South Wales	781	30.4	0.3				125	13.8	0.4	172	19.1	0.7
Coastal belt	951	29.4	0.3				144	14.2	0.4	409	19.5	0.5
North East Wales:	304	30.4	0.6	514	37.2	0.8						
North West Wales—North coast												
: Remainder	129	26.6	0.9									
South West Wales	147	25.3	0.8									
TOTAL: Wales	3,295	28.8	0.2	1,198	37.3	0.5	541	14.0	0.2	931	19.3	0.3

RETAIL PRICE INDEX 1964-1974

Issued September, 1976

GENERAL INDEX OF RETAIL PRICES

PAY

TABLE 3—GENERAL INDEX OF RETAIL PRICES (Prices at January 1962—100)												
Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1962	100.0	100.0	100.5	101.9	102.2	102.9	102.5	101.6	101.5	101.4	101.8	102.3
1963	102.7	103.6	103.7	104.0	103.9	103.9	103.3	103.0	103.3	103.7	104.0	104.2
1964	104.7	104.8	105.2	106.1	107.0	107.4	107.4	107.8	107.8	107.9	108.8	102.2
1965	109.5	109.5	109.9	112.0	112.4	112.7	112.7	112.9	113.0	113.1	113.6	114.1
1966	114.3	114.4	114.6	116.0	116.8	117.1	116.6	117.3	117.1	117.4	118.1	118.3
1967	118.5	118.6	118.6	119.5	119.4	119.9	119.2	118.8	118.8	119.7	120.4	121.2
1968	121.6	122.2	122.6	124.8	124.9	125.4	125.5	125.7	125.8	126.4	126.7	128.4
1969	129.1	129.8	130.3	131.7	131.5	132.1	132.1	131.8	132.2	132.2	133.5	131.4
1970	135.5	136.2	137.0	139.1	139.5	139.9	140.9	140.8	141.5	143.0	144.0	145.0
1971	147.0	147.8	149.0	152.2	153.2	154.3	155.2	155.3	155.5	156.4	157.3	158.1
1972	159.0	159.8	160.3	161.8	162.6	163.7	164.2	165.5	166.4	168.7	169.3	170.2
1973	171.3	172.4	173.4	176.7	178.0	178.9	179.7	180.2	181.8	185.4	186.8	188.2
1974	191.8	195.1	196.8	203.5	206.4	208.5	210.4	210.6	212.9	217.1	221.0	224.2

TABLE 4—GENERAL INDEX OF RETAIL PRICES (Prices at January 1974—100)												
Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1974	100.0	101.7	102.6	106.1	107.6	108.7	109.7	109.8	111.0	113.2	115.2	116.9
1975	119.9	121.9	124.3	129.1	134.5	137.1	138.5	139.3	140.5	142.5	144.2	146.0
1976	147.9	149.8	150.6	153.5	155.2	156.0	156.3					

CORRECTION FACTORS FOR R.P.I.

MARCH 1967-DEC. 1974

(March 31st 1967 = 1.00)

DATE (QUARTERS)		CORRECTION FACTORS
1967	(2)	1.00
	(3)	1.00
	(4)	0.99
1968	(1)	0.98
	(2)	0.96
	(3)	0.95
	(4)	0.93
1969	(1)	0.92
	(2)	0.91
	(3)	0.90
	(4)	0.89
1970	(1)	0.88
	(2)	0.86
	(3)	0.85
	(4)	0.83
1971	(1)	0.81
	(2)	0.79
	(3)	0.77
	(4)	0.76
1972	(1)	0.75
	(2)	0.73
	(3)	0.72
	(4)	0.71
1973	(1,2)	0.68
	(3,4)	0.65
1974	(1,2)	0.60
	(3,4)	0.55

APPENDIX B

Employee Wastage Rates and Associated Variables for Individual Factories

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Employee Strengths at Horbury (1967-1974)	35	33
Employee Turnover at Horbury (1967-1974)	36	34
Employee Absence at Horbury (1967-1974)	37	35
Employee Strengths at Leicester (1967-1974)	38	36
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* Earnings information is not reported due to confidentiality

APPENDIX B
(Contd.)

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FIGURE 31: EMPLOYEE STRENGTHS AT COVENTRY: 1967-1974 (INC.)

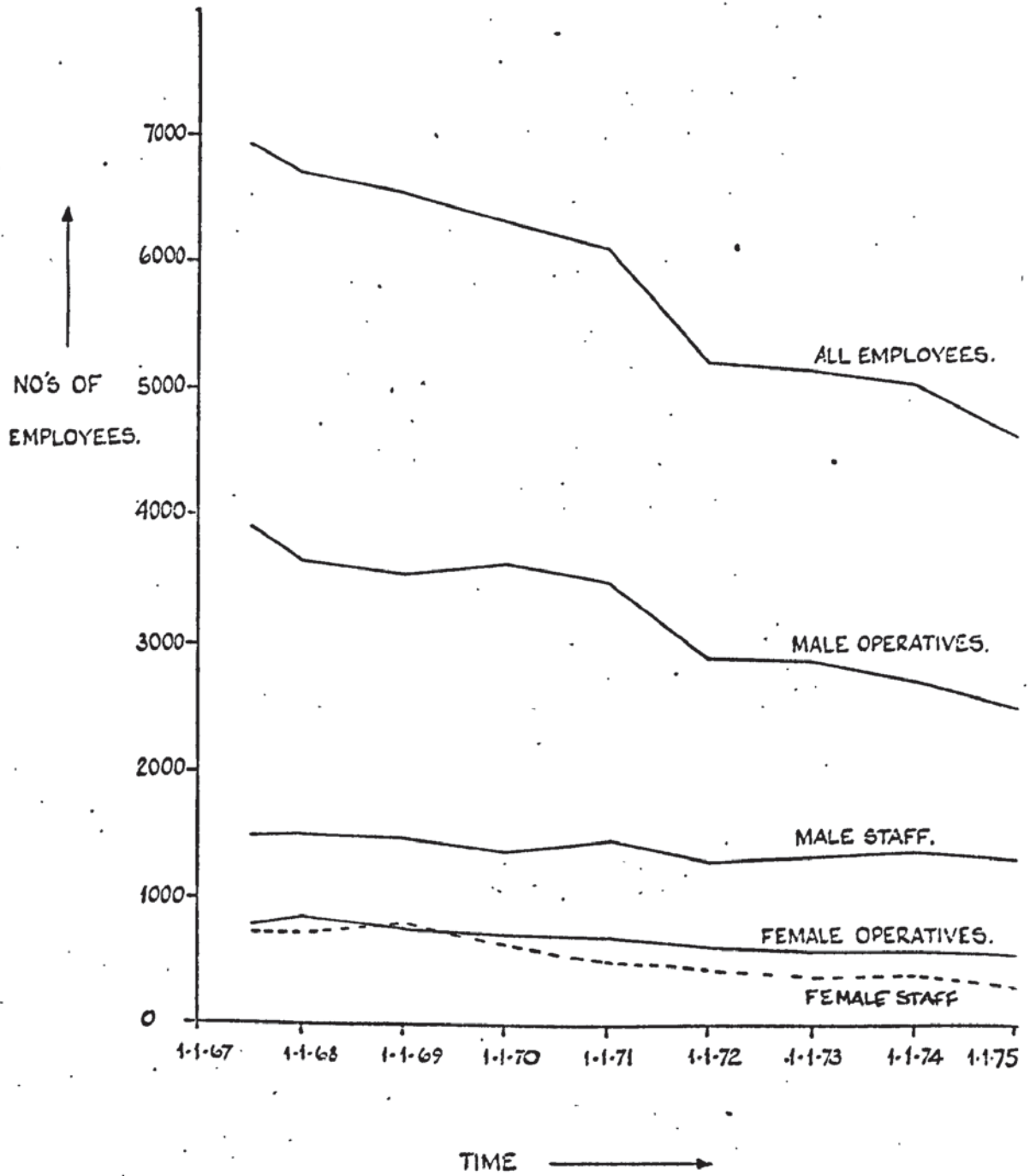


FIGURE 32: EMPLOYEE TURNOVER AND REDUNDANCY RATES AT COVENTRY 1967-1974 (INC.)

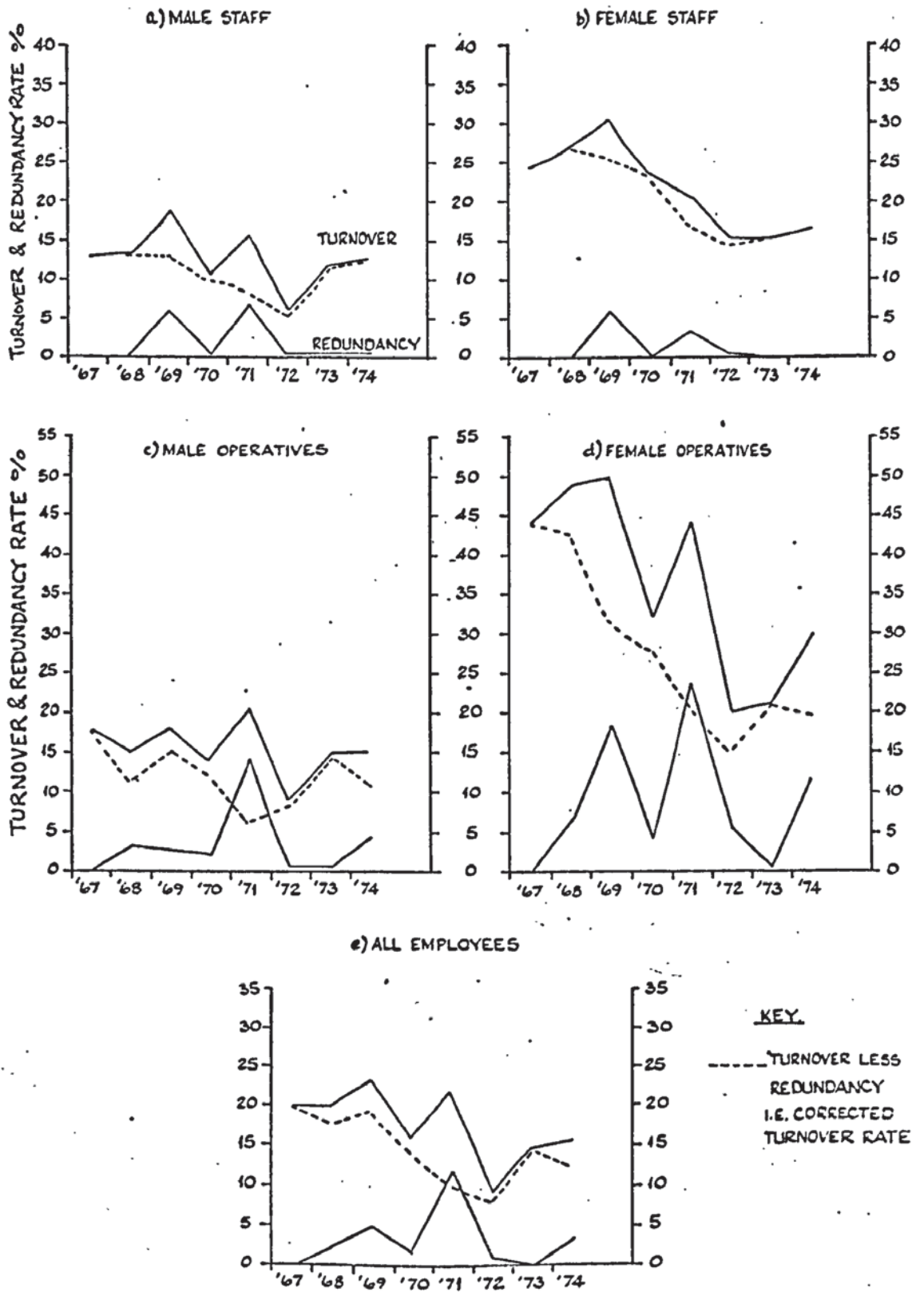


FIGURE 33: OPERATIVE ABSENCE RATES AT COVENTRY 1967-1972 (INC.)

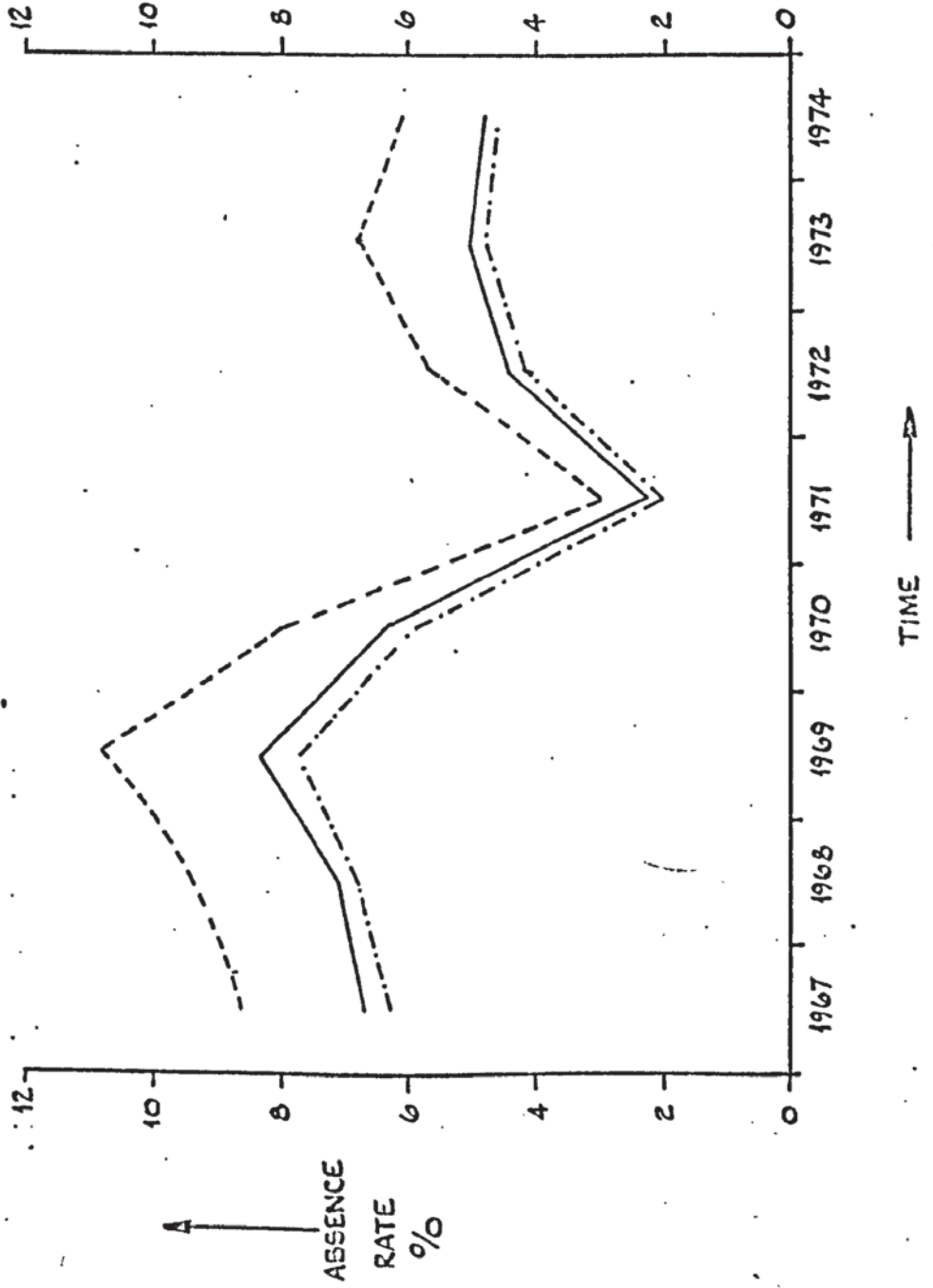


FIGURE 34: HOURS LOST BY INDUSTRIAL ACTION PER EMPLOYEE
AT COVENTRY: 1967 - 1974 (INC.)

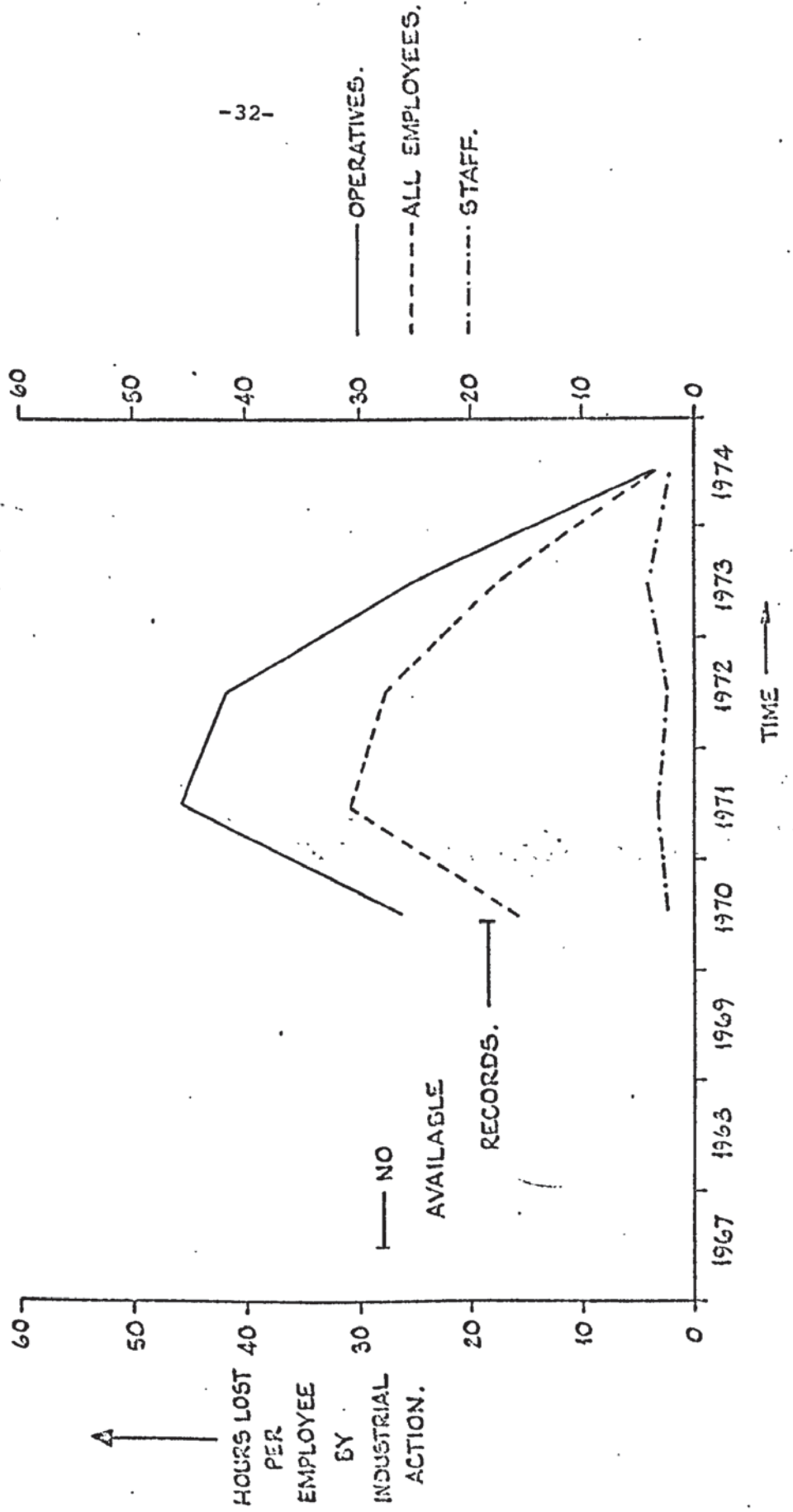


FIGURE 35: EMPLOYEE STRENGTHS AT HORBURY 1967-1974 (INC.)

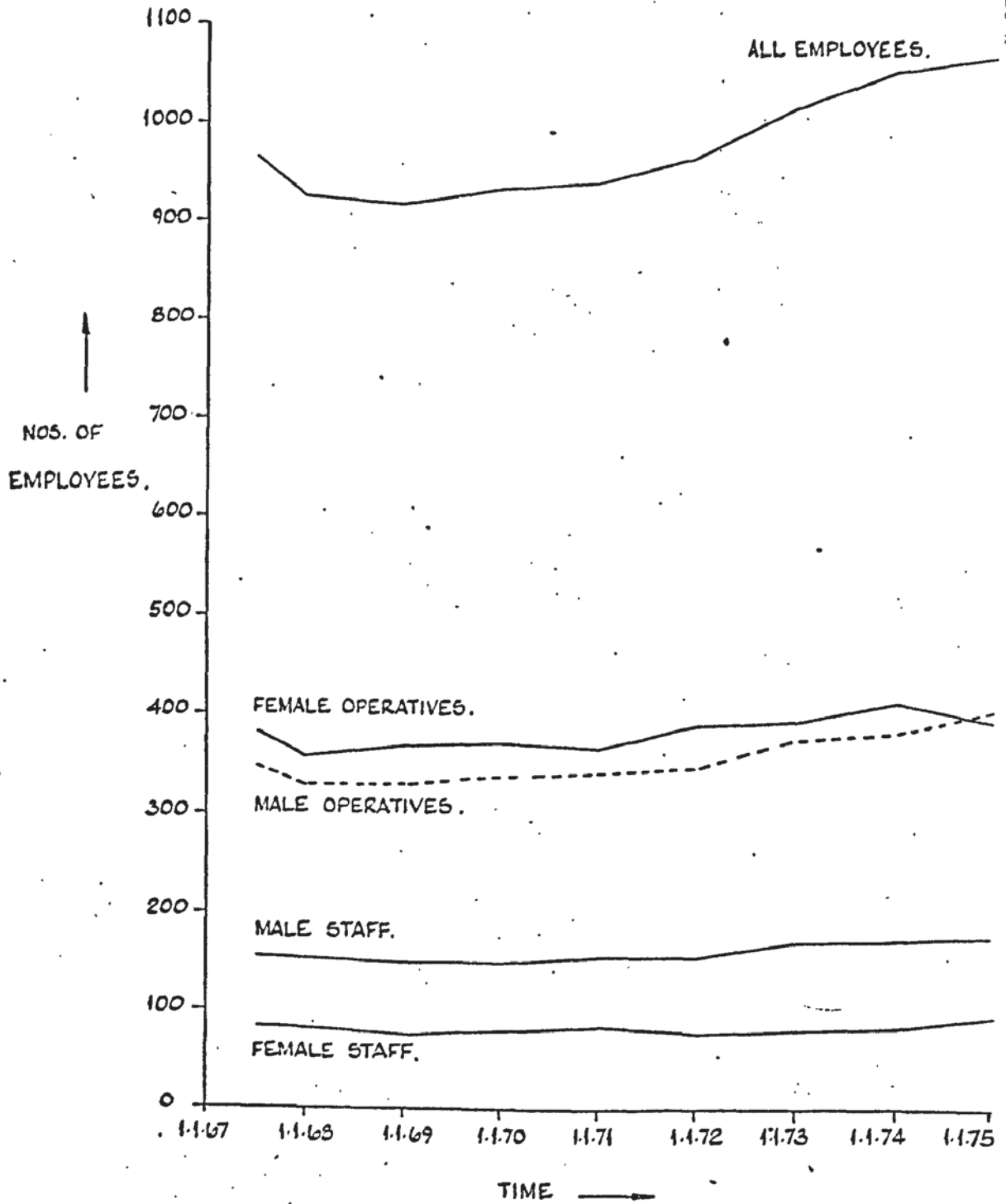


FIGURE 36: EMPLOYEE TURNOVER RATES AT HORNBURY 1967-1974 (INC.)

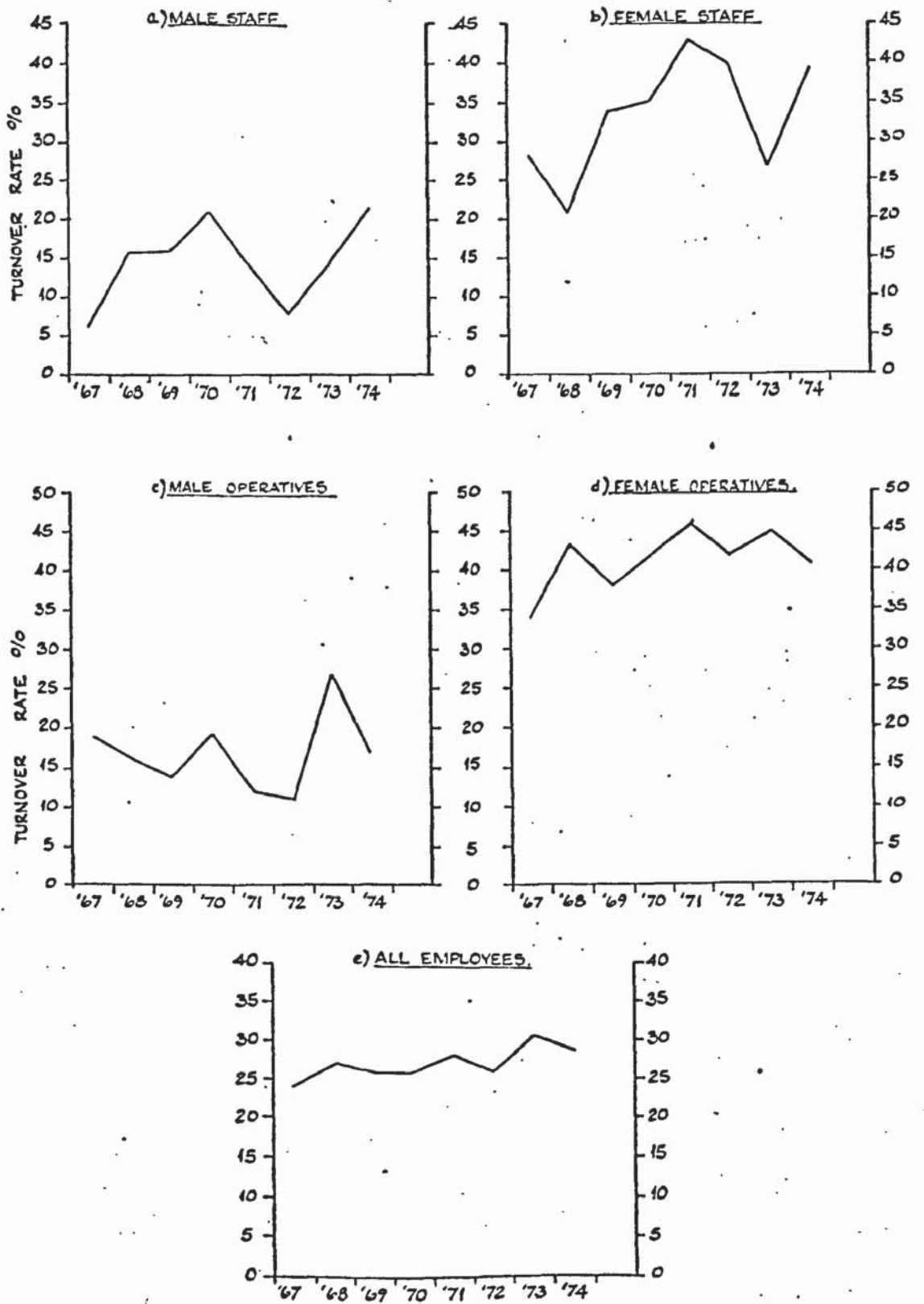


FIGURE 37: OPERATIVE ABSENCE RATES AT HOREURY 1967-1974 (INC.)

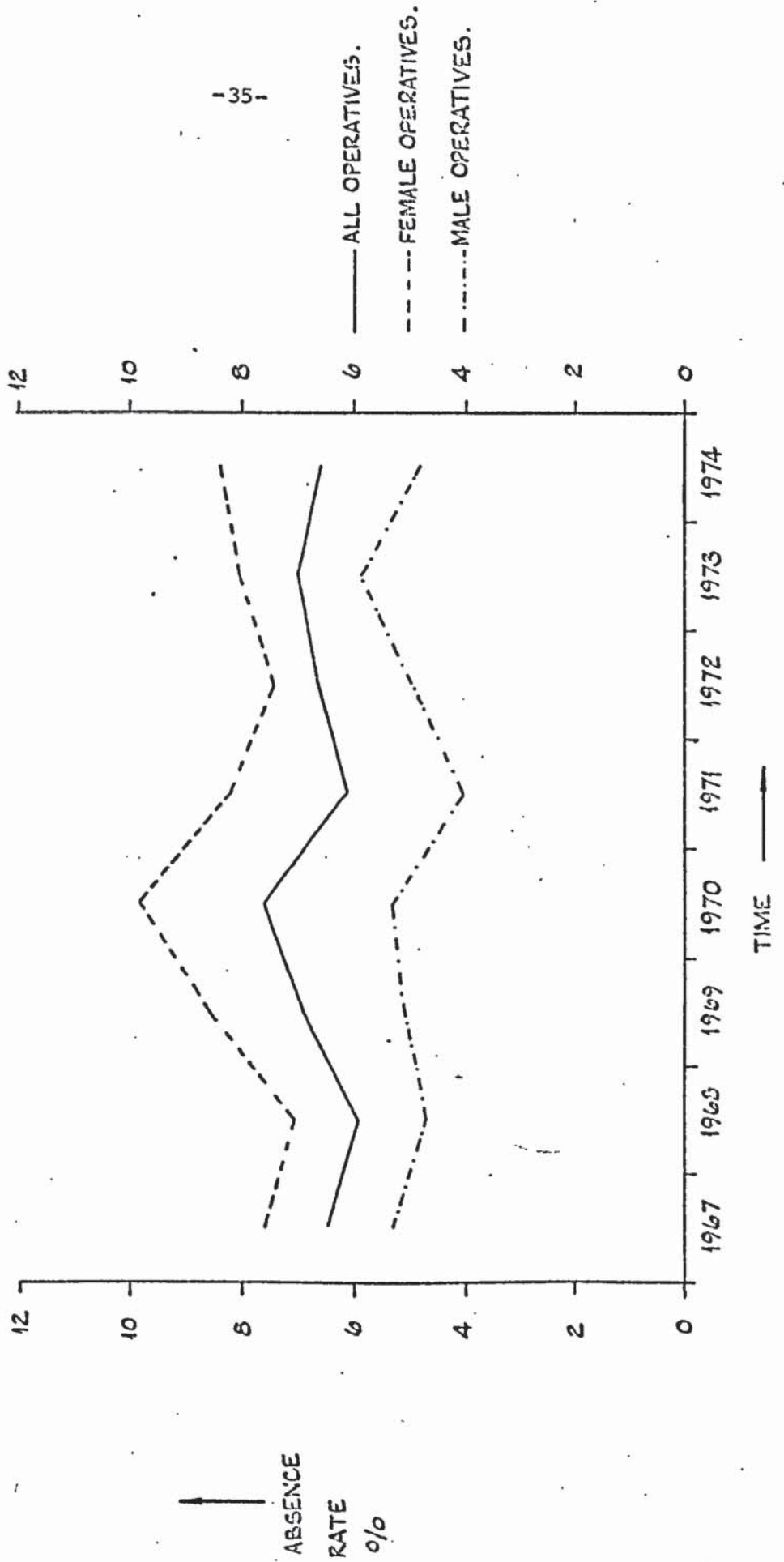


FIGURE 33: EMPLOYEE STRENGTHS AT LEICESTER POLYMER ENG'NRG
1967-1974 (INC.)

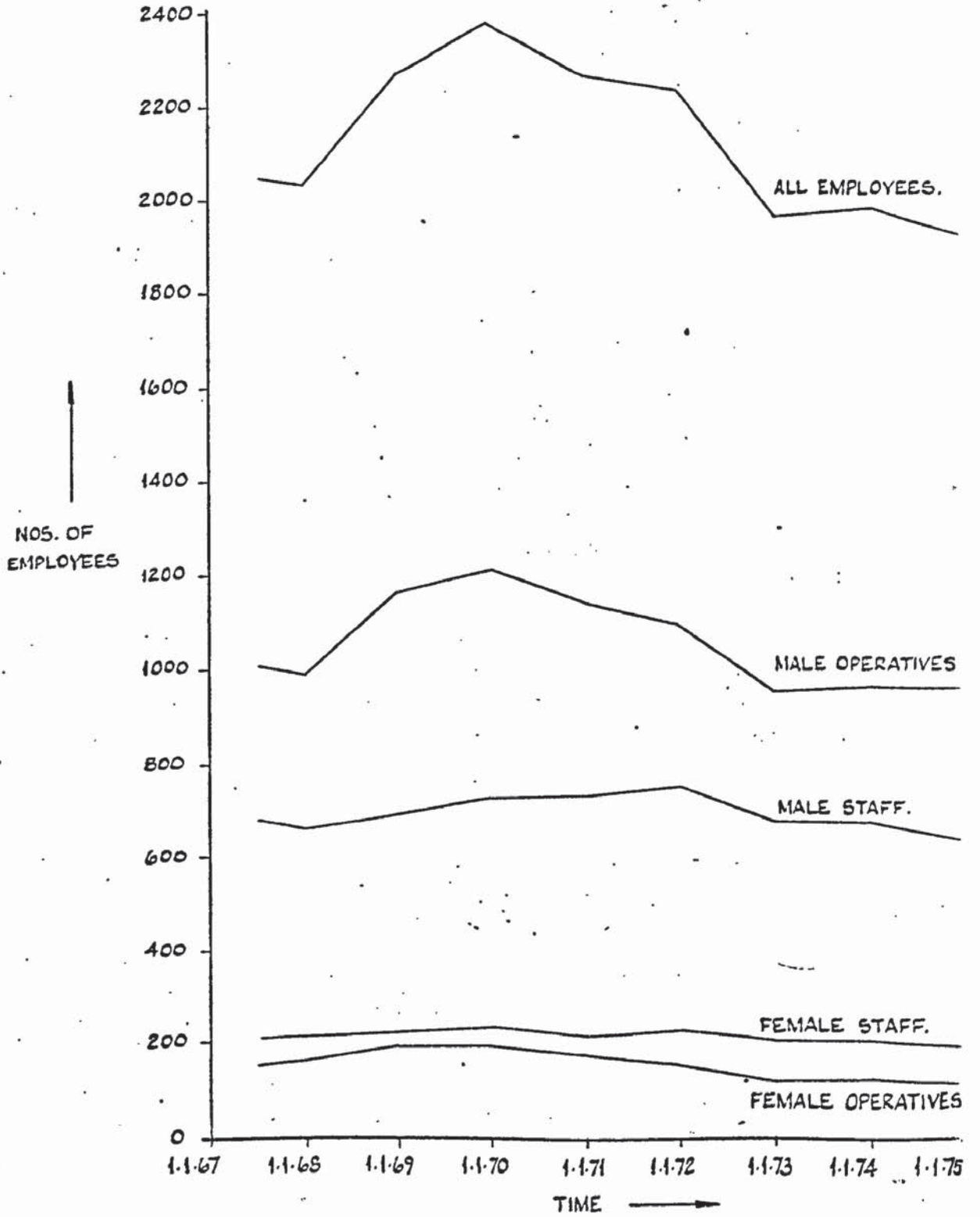


FIGURE 39: EMPLOYEE TURNOVER AND REDUNDANCY AT LEICESTER (POLYMER ENGINEERING) 1967-1974 (INC)

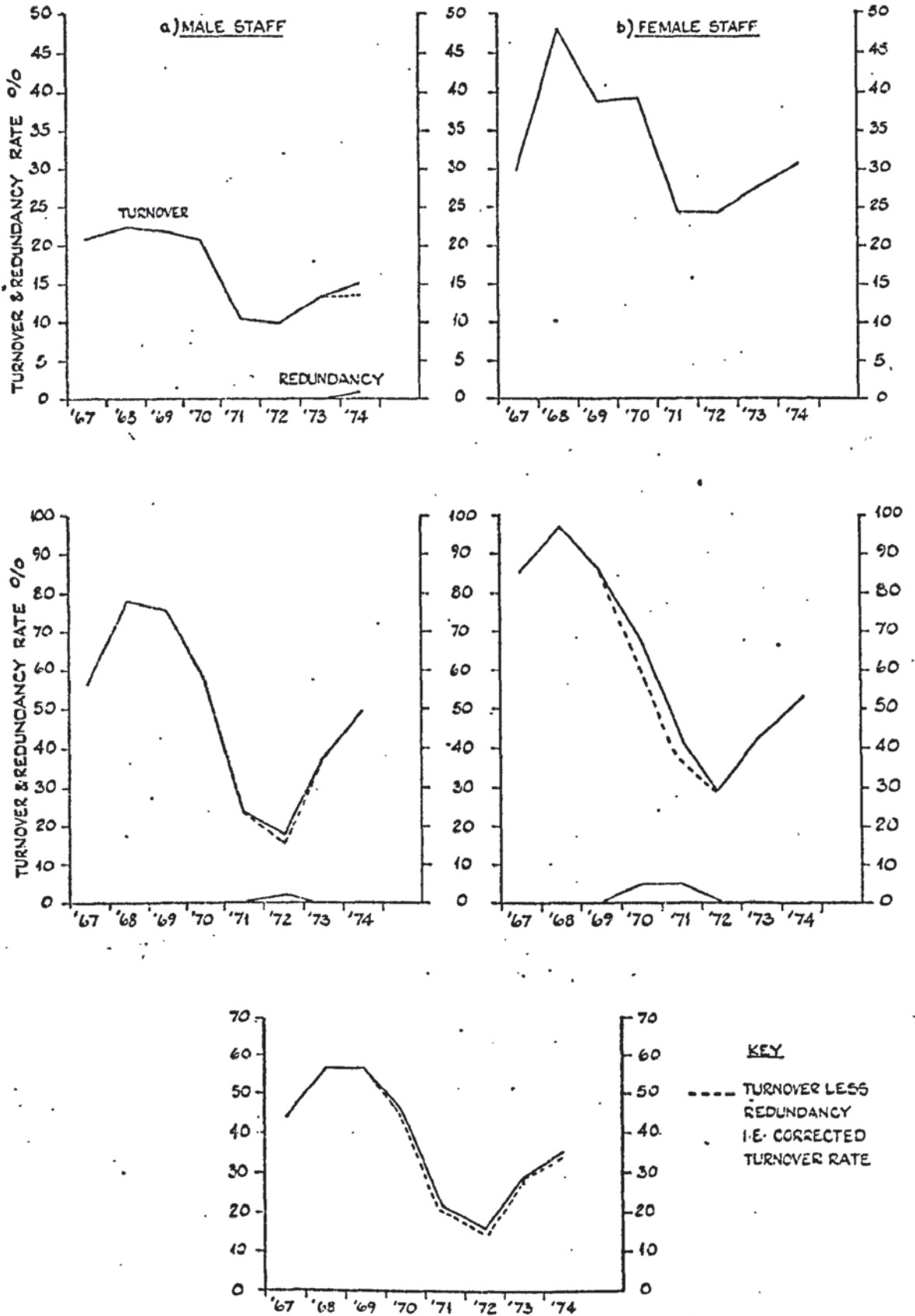


FIGURE 40: OPERATIVE ABSENCE RATES AT LEICESTER: 1967-1974 (INC.)

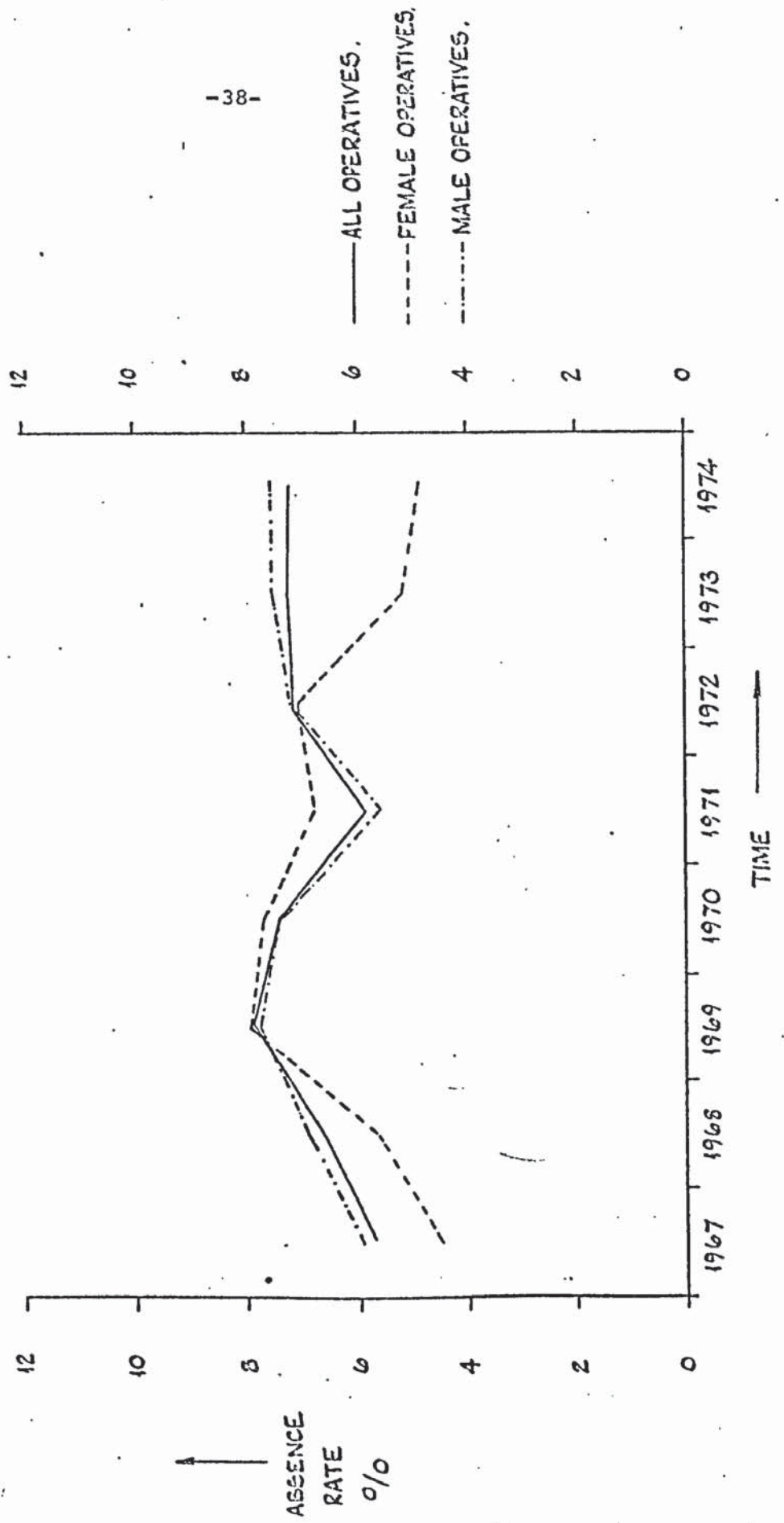


FIGURE 41 : HOURS LOST BY INDUSTRIAL ACTION
AT LEICESTER 1967-1974 (INC.)

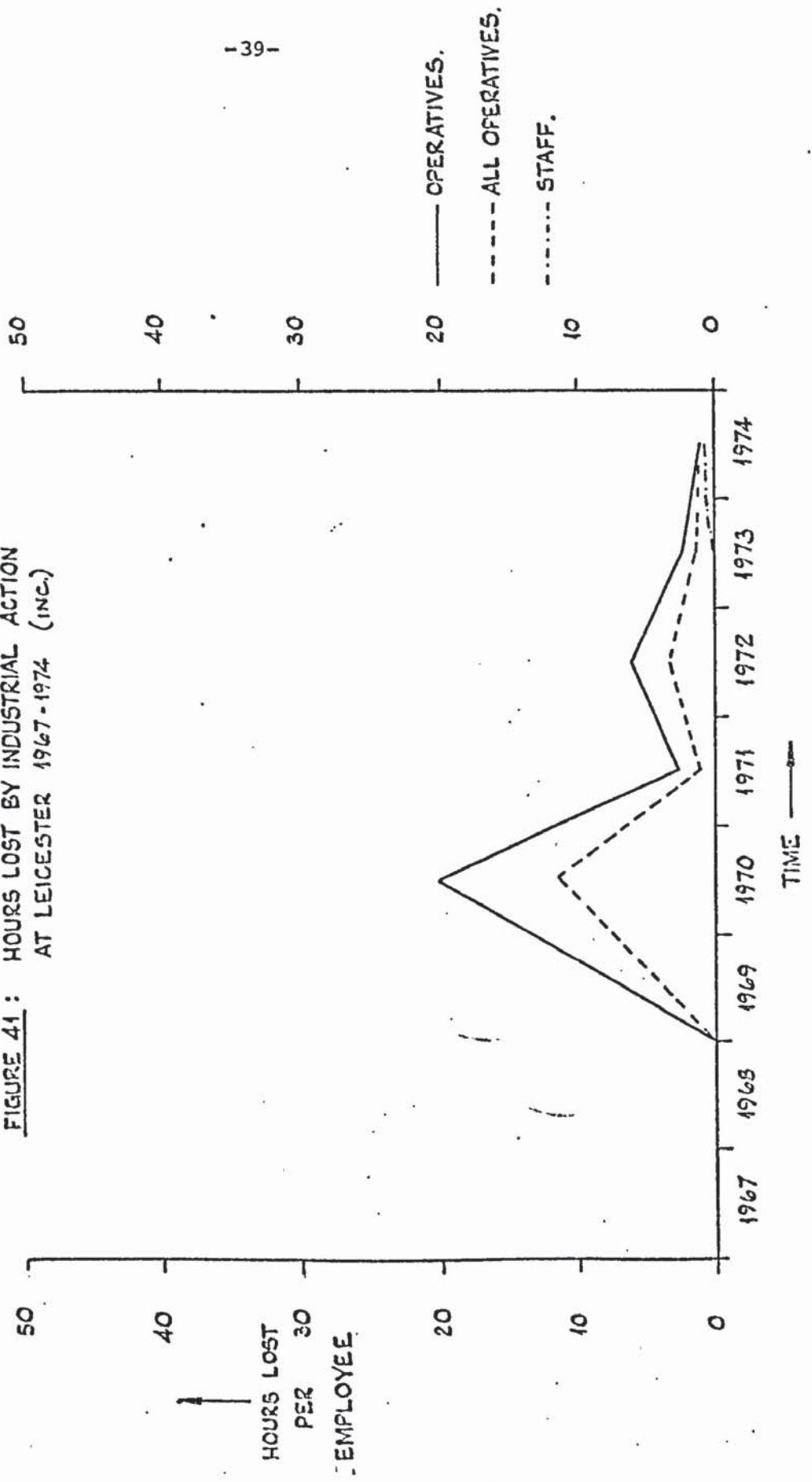


FIGURE 42: EMPLOYEE STRENGTHS AT INCHINNAN 1967-1974 (INC.)

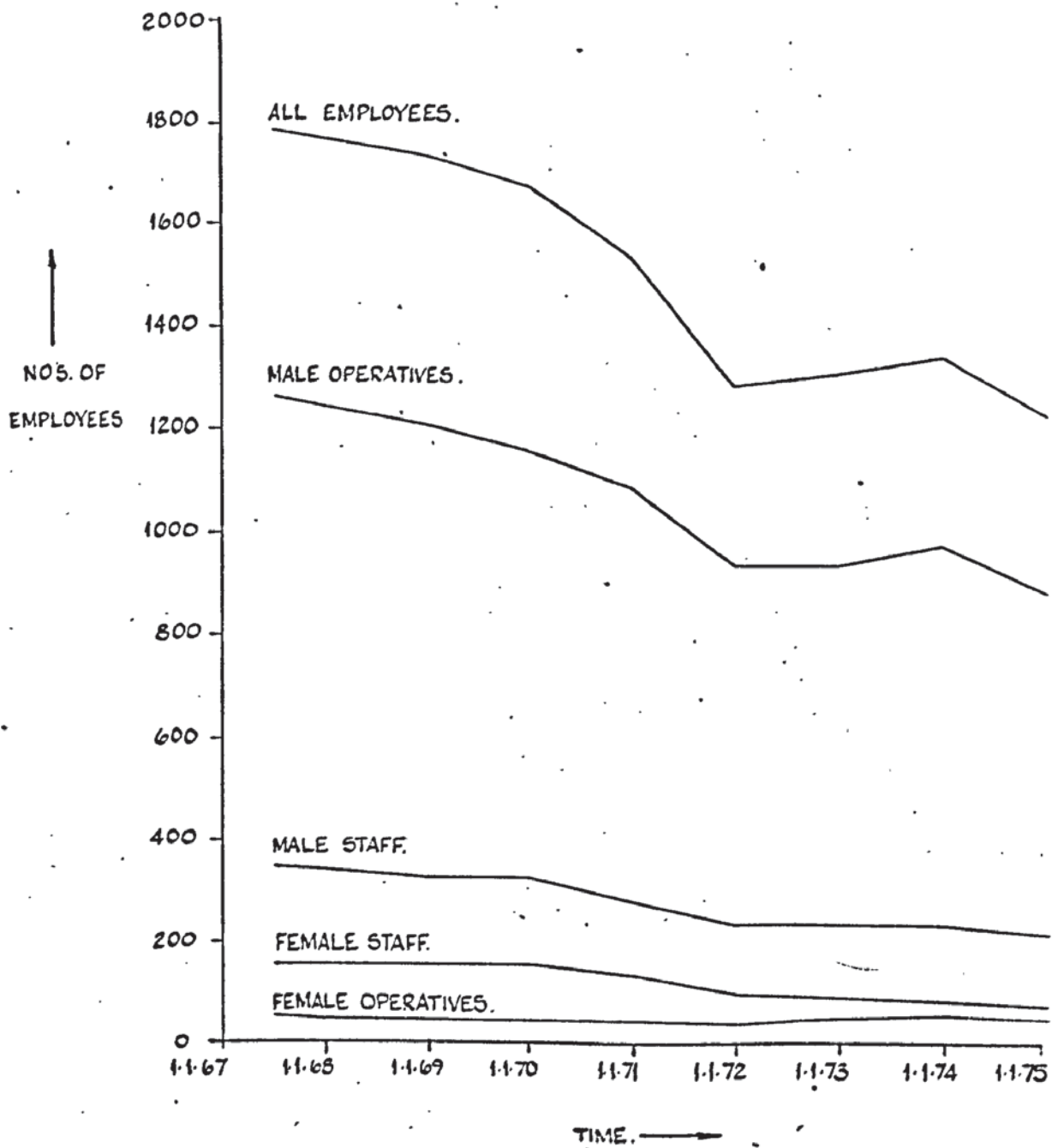
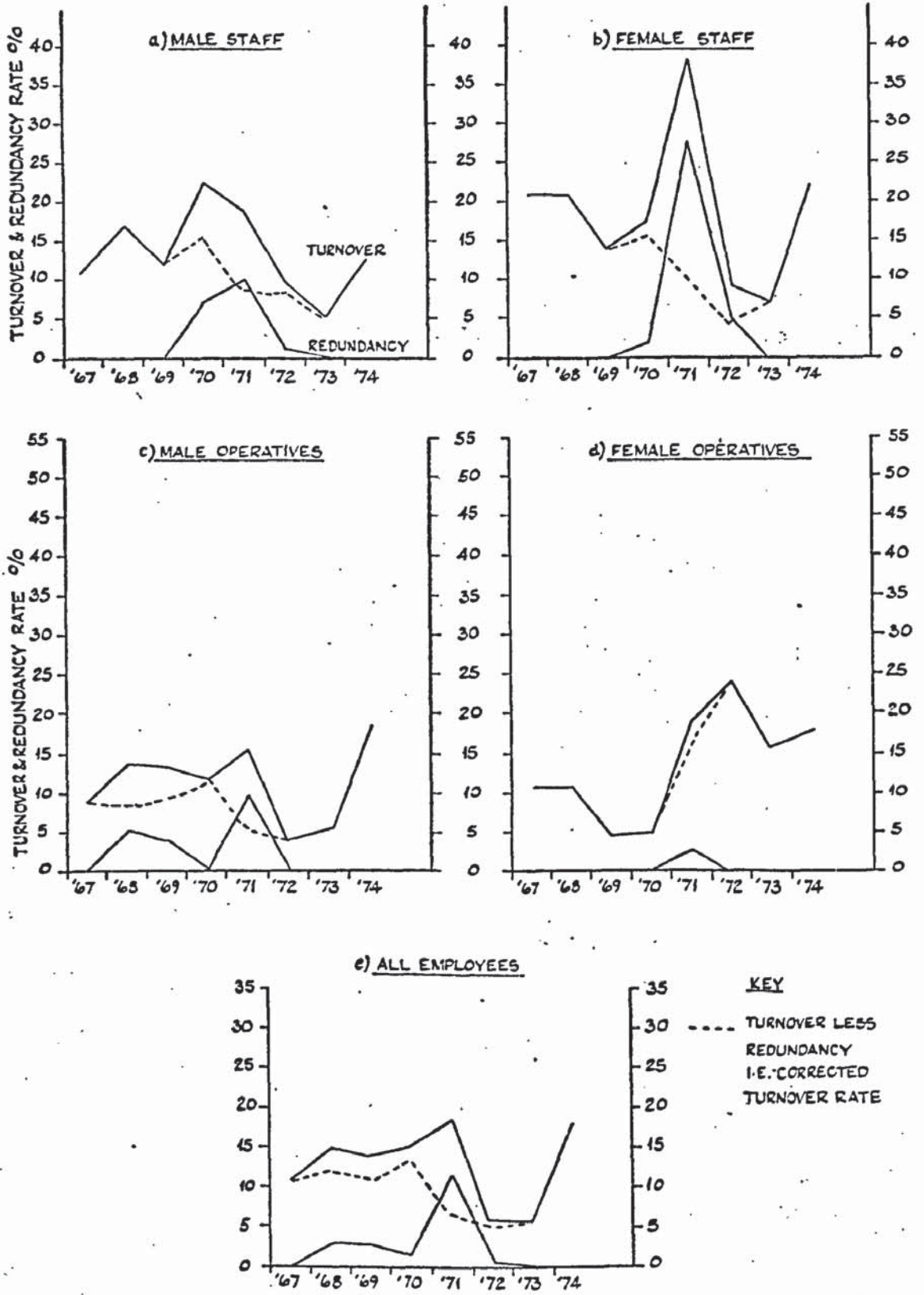


FIGURE 43: EMPLOYEE TURNOVER & REDUNDANCY AT INCHINNAN 1967-1974 (INC.)



**FIGURE 44 : HOURS LOST BY INDUSTRIAL ACTION
PER EMPLOYEE AT INCHINNAN
1967 - 1974 (INC.)**

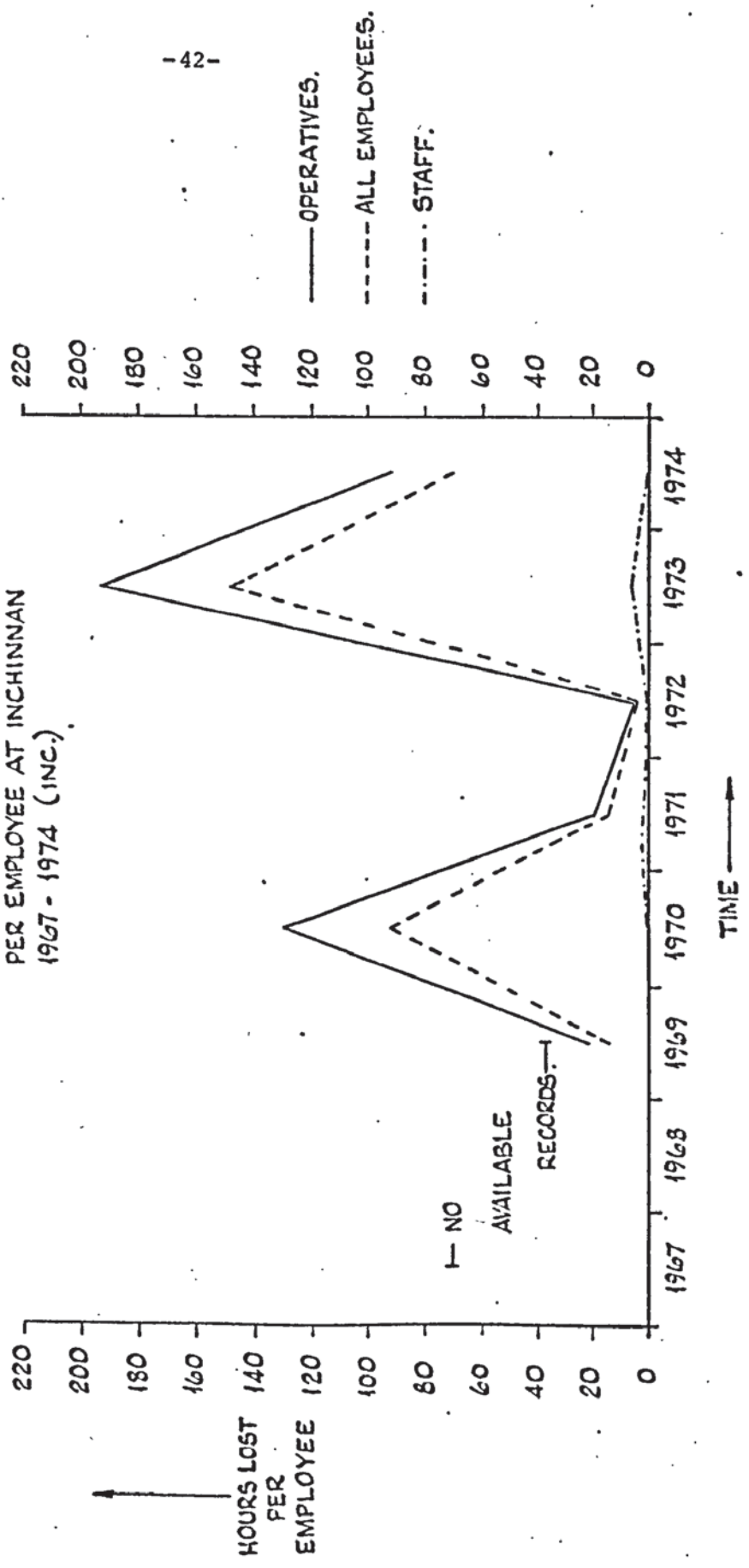


FIGURE 45: OPERATIVE ABSENCE RATES AT INCHINNAN 1967-1974 (INC.)

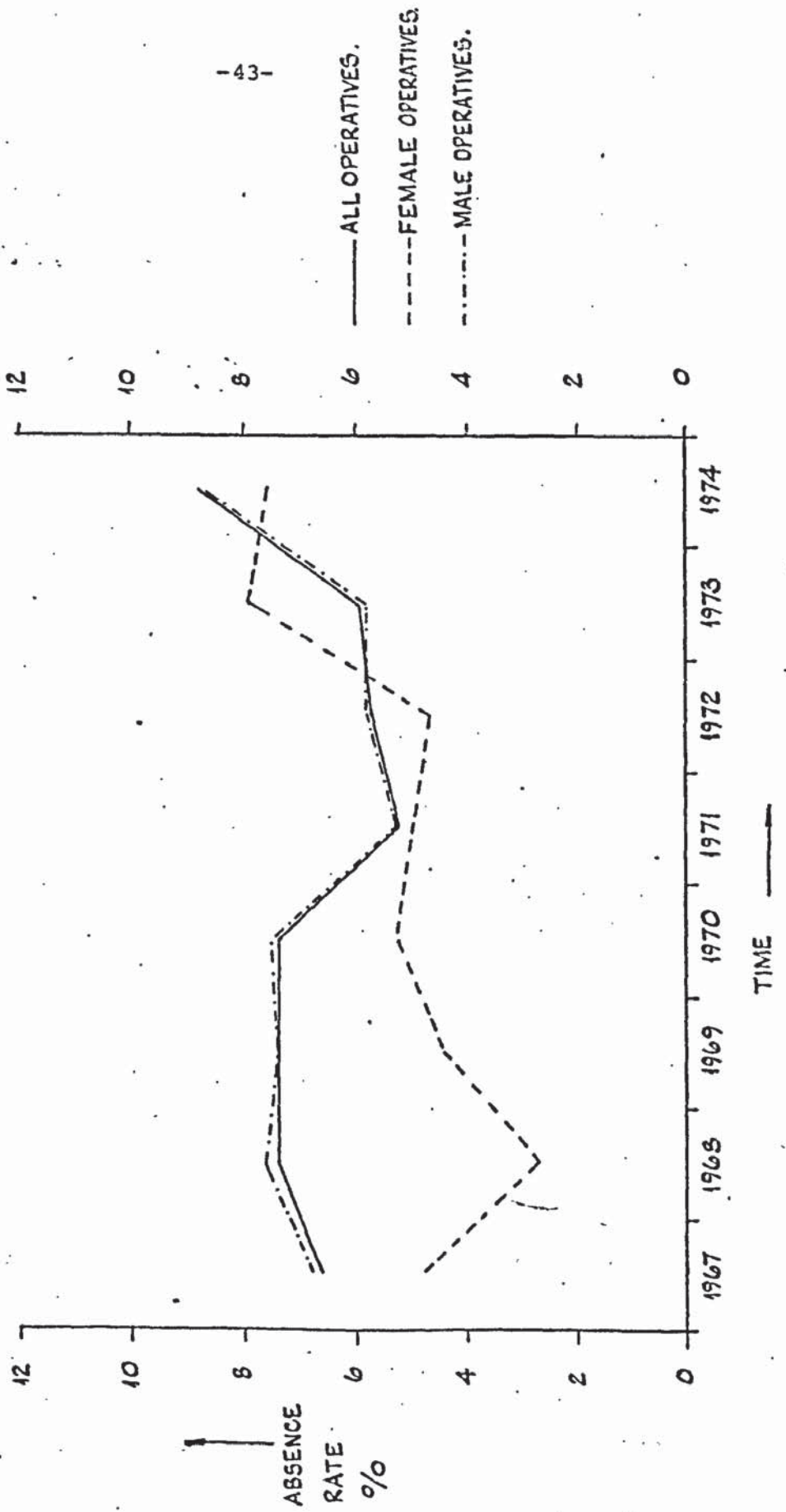


FIGURE 46: EMPLOYEE STRENGTHS AT WALTON 1967-1974 (INC.)

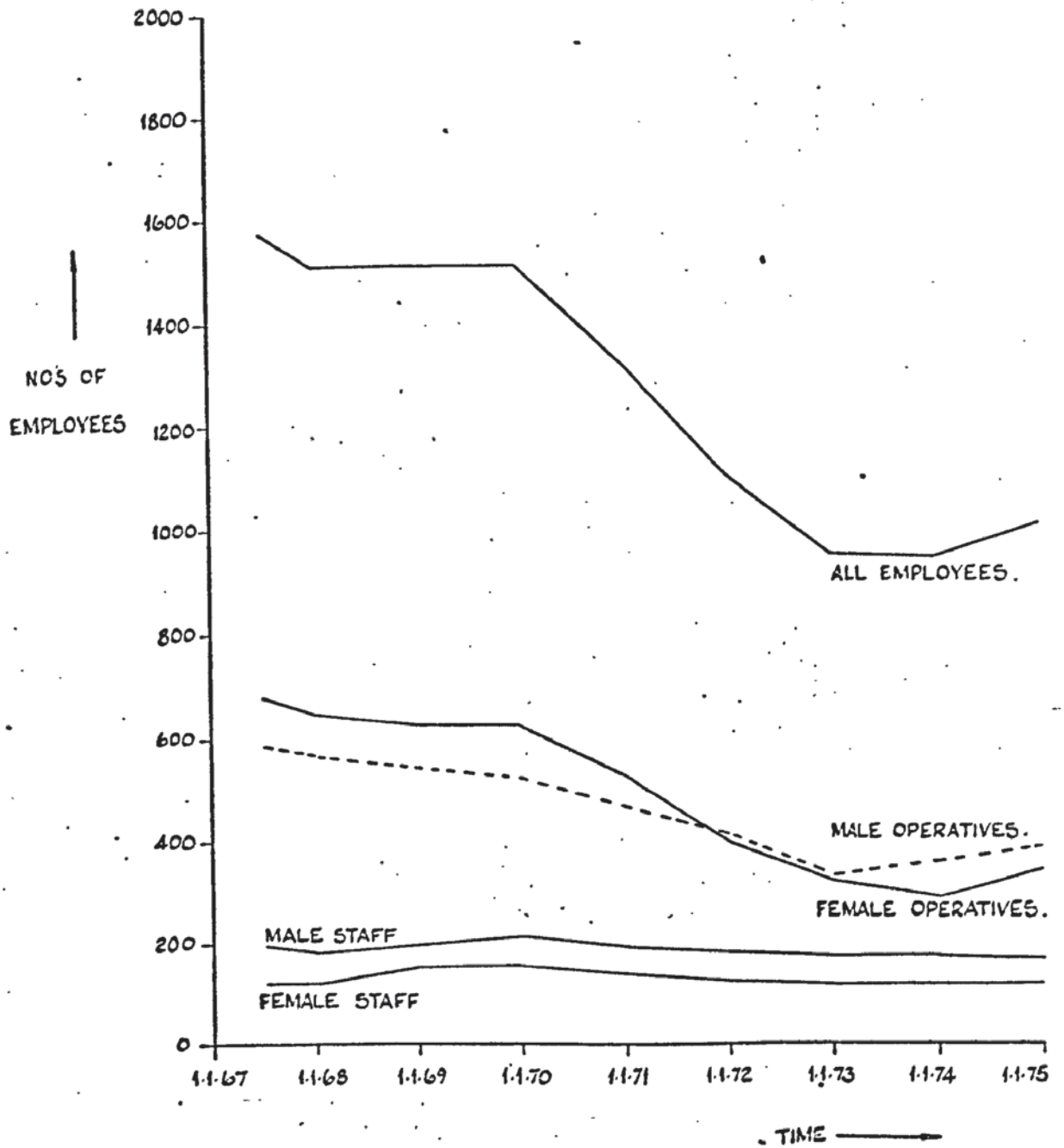


FIGURE 47: EMPLOYEE TURNOVER AND REDUNDANCY RATES AT WALTON 1967 - 1974 (INC)

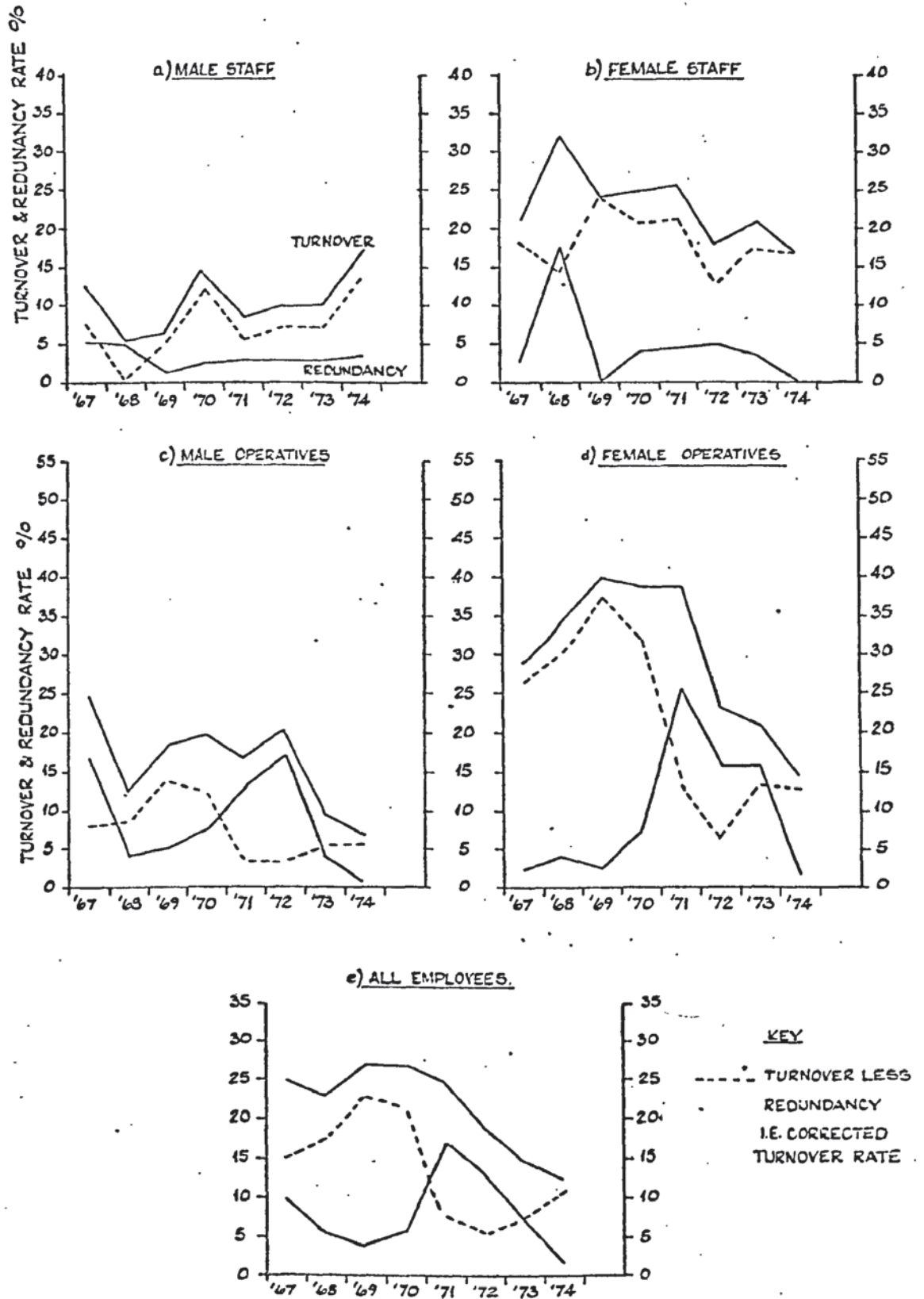


FIGURE 48: OPERATIVE ABSENCE AT WALTON (LIVERPOOL) 1967-1974 (INC.)

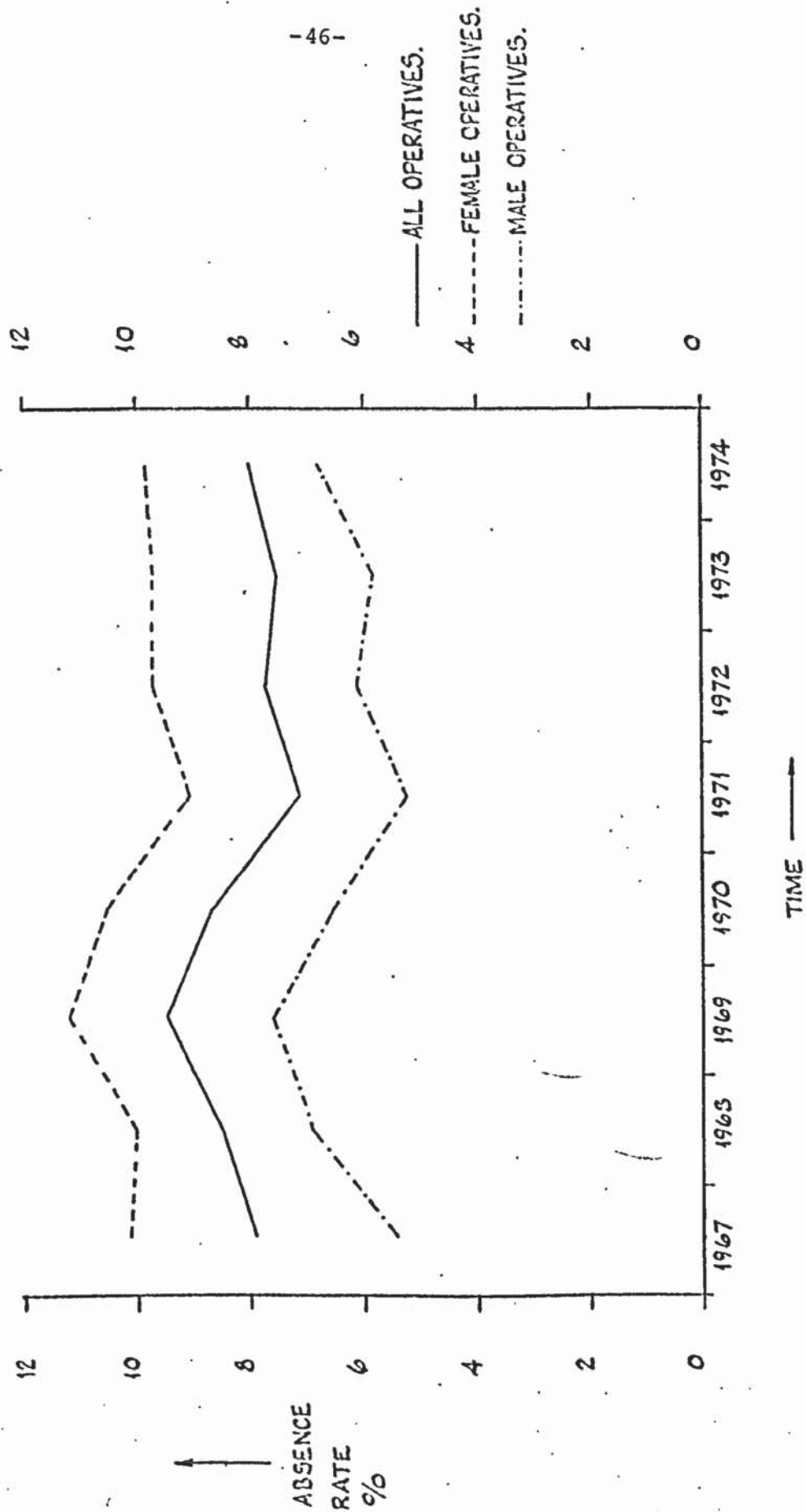
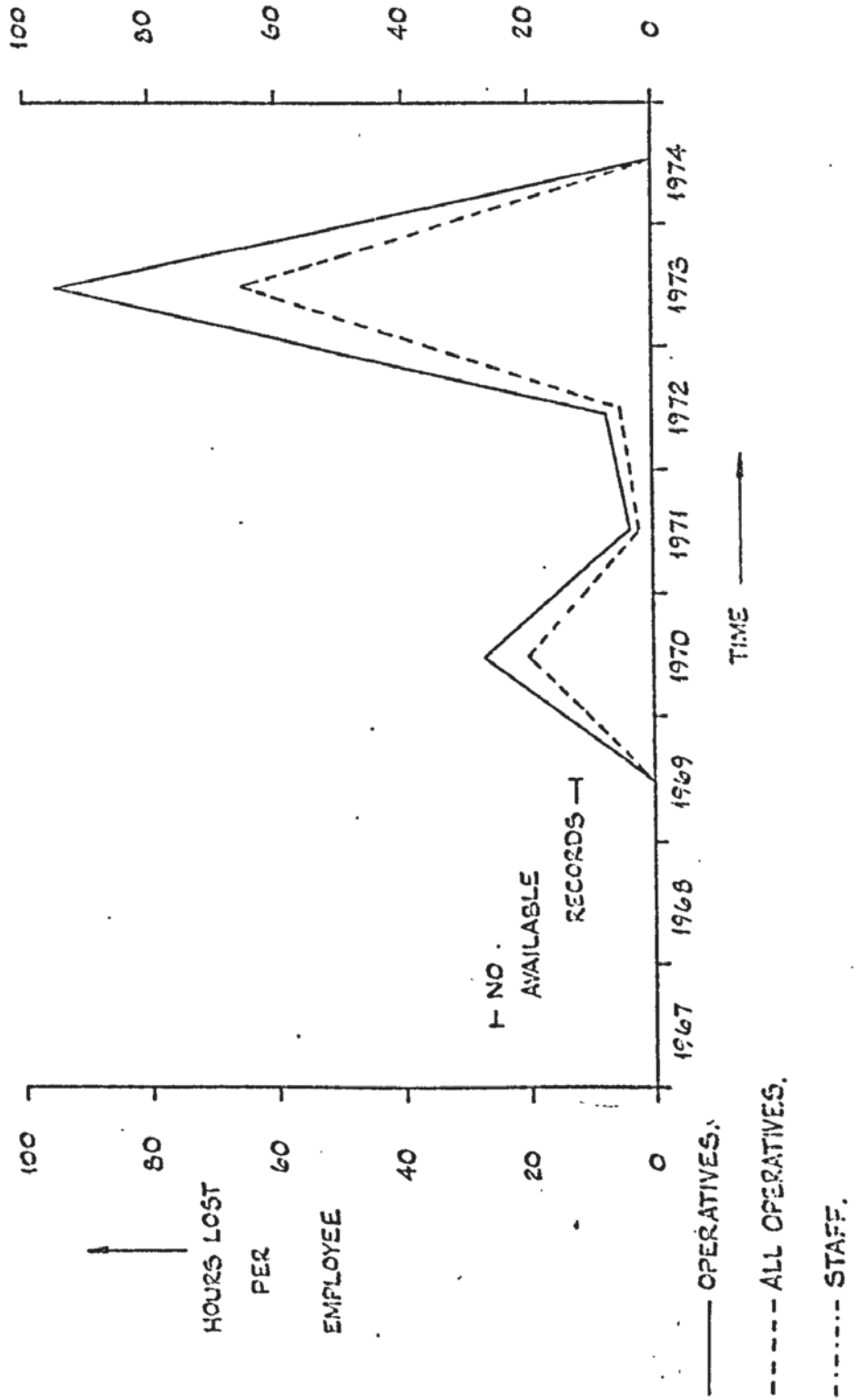


FIGURE 49: HOURS LOST BY INDUSTRIAL ACTION AT WALTON 1967-1974.



EMPLOYEE STRENGTHS - COVENTRY

DATE (QUARTERS)	FACTORY EMPLOYEE STRENGTHS				
	MALE STAFF	FEMALE STAFF	MALE OPERATIVES	FEMALE OPERATIVES	TOTAL
1967 (2)	1470	798	3899	771	6938
(3)	1486	825	3692	745	6748
(4)	1498	824	3627	764	6713
1968 (1)	1498	778	3556	734	6566
(2)	1489	757	3517	651	6414
(3)	1489	757	3549	681	6476
(4)	1463	741	3549	790	6543
1969 (1)	1462	747	3587	814	6610
(2)	1467	745	3555	713	6480
(3)	1405	705	3554	672	6336
(4)	1383	693	3600	635	6311
1970 (1)	1419	686	3507	590	6202
(2)	1443	679	3443	560	6125
(3)	1455	684	3434	550	6123
(4)	1455	682	3470	501	6108
1971 (1)	1437	664	3338	557	5996
(2)	1368	626	3234	562	5790
(3)	1357	612	3035	470	5474
(4)	1311	594	2875	422	5202
1972 (1)	1314	588	2821	392	5115
(2)	1303	572	2779	386	5040
(3)	1335	500	2856	389	5160
(4)	1344	579	2862	387	5172
1973 (1,2)	1368	572	2789	395	5124
(3,4)	1370	570	2729	393	5062
1974 (1,2)	1320	539	2550	364	4773
(3,4)	1307	536	2511	323	4677
MEAN	1408	672	3256	563	5899
S.D.	67.9	89.4	398.9	155.8	694
RANGE	195	289	1388	491	2261

EMPLOYEE TURNOVER RATES - COVENTRY

DATE (QUARTERS)	EMPLOYEE TURNOVER RATES (% ANNUAL BASIS)				
	MALE STAFF	FEMALE STAFF	MALE OPERATIVES	FEMALE OPERATIVES	ALL EMPLOYEES
1967 (2)	10	23	12	53	17
(3)	14	23	31	47	28
(4)	9	26	12	31	15
1968 (1)	12	32	13	35	18
(2)	12	29	10	70	19
(3)	15	27	15	36	19
(4)	15	20	21	56	23
1969 (1)	13	25	19	34	20
(2)	13	27	20	74	26
(3)	31	44	19	48	28
(4)	19	26	14	44	20
1970 (1)	7	23	19	47	19
(2)	10	22	14	29	15
(3)	13	27	13	30	8
(4)	12	19	10	22	13
1971 (1)	12	19	18	30	18
(2)	24	25	14	23	18
(3)	9	17	29	77	27
(4)	17	21	24	45	24
1972 (1)	4	9	8	35	9
(2)	7	20	7	9	8
(3)	5	17	7	19	8
(4)	8	15	13	16	12
1973 (1,2)	11	11	15	23	14
(3,4)	10	17	17	26	16
1974 (1,2)	13	19	15	19	15
(3,4)	15	16	13	34	15
MEAN	12.6	22.2	15.6	37.5	17.5
S.D.	5.6	6.9	5.9	17.5	5.9
RANGE	26.0	35.0	24.0	65.0	20.0

REDUNDANCY (R) AND CORRECTED TURNOVER RATES (CT) - COVENTRY

DATE (QUARTERS)	REDUNDANCY AND CORRECTED TURNOVER RATES (%)									
	MALE STAFF		FEMALE STAFF		MALE OPERATIVES		FEMALE OPERATIVES		ALL EMPLOYEES	
	R	CT	R	CT	R	CT	R	CT	R	CT
1967 (2)	0.3	9.7	0.0	23.0	2.5	9.5	16.1	36.9	3.2	13.8
(3)	0.3	13.7	0.0	23.0	18.8	11.2	16.4	30.6	12.3	15.7
(4)	M	M	M	M	M	M	M	M	M	M
1968 (1)	0.0	12.0	0.0	32.0	1.9	11.1	1.5	33.5	1.2	16.8
(2)	0.0	12.0	0.0	29.0	1.2	8.2	15.0	55.0	2.3	16.7
(3)	0.5	14.5	0.5	26.5	1.7	13.3	1.2	34.8	1.2	17.8
(4)	0.3	14.7	0.0	20.0	8.8	12.2	8.2	47.8	5.8	17.2
1969 (1)	0.0	13.0	0.0	25.0	0.8	18.2	0.5	33.5	0.1	19.9
(2)	1.9	11.1	0.0	27.0	4.7	15.3	44.6	29.4	8.2	17.8
(3)	15.9	15.1	22.6	21.4	4.7	14.3	11.6	36.4	10.0	18.0
(4)	6.0	13.0	2.3	23.7	0.1	13.9	17.1	26.9	3.4	16.6
1970 (1)	0.0	7.0	0.0	23.0	5.9	13.1	13.7	33.3	4.7	14.3
(2)	0.3	9.7	0.6	21.4	2.1	11.9	1.4	27.6	1.4	13.6
(3)	0.0	13.0	0.0	27.0	0.5	12.5	4.7	25.3	0.8	7.2
(4)	1.7	10.3	0.0	19.0	0.4	9.6	0.0	22.0	0.6	12.4
1971 (1)	3.6	8.4	3.6	15.4	8.9	9.1	0.8	29.2	6.4	11.6
(2)	15.1	8.9	5.6	19.4	5.8	8.2	5.7	17.3	8.0	10.0
(3)	1.5	7.5	1.3	15.7	23.4	5.4	55.8	21.2	18.6	8.4
(4)	7.5	9.5	4.0	17.0	19.8	4.2	31.4	13.6	16.1	7.9
1972 (1)	0.0	4.0	1.4	7.6	1.3	6.7	18.7	16.3	2.3	6.7
(2)	1.2	5.8	0.0	20.0	1.0	6.0	0.0	9.0	0.9	7.1
(3)	0.0	0.0	0.7	16.3	0.0	7.0	0.0	19.0	0.1	7.9
(4)	0.3	7.7	0.0	15.0	0.0	13.0	2.1	13.9	0.2	11.8
1973 (1,2)	0.6	10.4	0.0	11.0	0.1	14.9	0.0	23.0	0.2	13.8
(3,4)	0.2	12.8	0.0	19.0	1.1	13.9	0.0	19.0	0.6	14.4
1974 (1,2)	0.0	10.0	0.4	16.6	7.6	9.4	7.9	18.1	4.7	11.3
(3,4)	0.8	14.2	0.0	16.0	1.3	11.7	15.1	18.9	2.1	12.9
MEAN	2.2	10.3	1.7	20.4	4.8	10.9	11.1	26.6	4.4	5.1
S.D.	4.3	3.6	4.5	5.6	6.5	3.4	14.2	10.7	13.1	3.9
RANGE	15.9	15.1	22.6	24.4	23.4	14.0	55.8	46.0	18.5	11.3

ABSENCE RATES - OPERATIVES - COVENTRY

DATE (QUARTERS)	ABSENCE RATES (%)		
	MALE OPERATIVES	FEMALE OPERATIVES	ALL OPERATIVES
1967 (2)	5.8	8.6	6.3
(3)	6.9	9.0	7.3
(4)	6.1	8.4	6.6
1968 (1)	7.6	11.1	7.3
(2)	5.7	7.7	6.1
(3)	8.0	10.1	8.3
(4)	6.0	8.8	6.5
1969 (1)	7.6	11.3	8.3
(2)	6.5	9.5	7.1
(3)	10.9	11.3	10.4
(4)	6.9	11.1	7.4
1970 (1)	7.1	10.3	7.6
(2)	5.3	7.6	5.6
(3)	6.2	7.6	6.4
(4)	4.9	6.4	5.1
1971 (1)	3.5	5.3	3.8
(2)	1.5	2.4	1.7
(3)	1.4	2.0	1.5
(4)	1.7	2.1	1.8
1972 (1)	4.5	5.4	4.6
(2)	3.8	5.1	4.0
(3)	4.1	6.0	4.4
(4)	4.4	6.4	4.7
1973 (1,2)	5.0	7.0	5.2
(3,4)	4.5	6.5	4.7
1974 (1,2)	4.8	5.9	5.0
(3,4)	4.3	6.2	4.5
MEAN	5.3	7.4	5.6
S.D.	2.0	2.7	2.1
RANGE	9.5	9.3	8.9

HOURS LOST BY INDUSTRIAL ACTION - COVENTRY

DATE (QUARTERS)	HOURS LOST PER EMPLOYEE BY INDUSTRIAL ACTION		
	STAFF	OPERATIVES	TOTAL
1967 (2)	N.A	N.A	N.A
(3)	"	"	"
(4)	"	"	"
1968 (1)	"	"	"
(2)	"	"	"
(3)	"	"	"
(4)	"	"	"
1969 (1)	"	"	"
(2)	"	"	"
(3)	"	"	"
(4)	"	"	"
1970 (1)	0.7	3.6	2.6
(2)	0.5	1.1	0.9
(3)	0.0	18.0	11.7
(4)	1.0	0.5	0.7
1971 (1)	0.0	19.3	13.4
(2)	2.2	5.3	3.6
(3)	0.3	14.5	10.2
(4)	0.6	6.1	4.1
1972 (1)	0.1	0.5	0.4
(2)	1.6	1.4	1.5
(3)	0.6	12.7	8.2
(4)	0.0	5.5	3.5
1973 (1,2)	1.5	10.9	7.4
(3,4)	0.5	1.6	1.2
1974 (1,2)	0.7	0.0	0.3
(3,4)	0.3	1.6	1.1
MEAN	0.7	6.4	4.4
S.D.	0.7	6.6	4.4
RANGE	2.2	19.3	13.1

CROSS-SECTIONAL STUDY - FACTORY ANALYSIS - OPERATIVE EMPLOYEES
JULY-DECEMBER 1973

FIGURE 52: CHARACTERISTICS OF FACTORIES ANALYSED IN THE CROSS-SECTIONAL MODEL FOR OPERATIVE EMPLOYEES
JULY-DECEMBER 1973

FACTORY	PRODUCT GROUP	PRODUCT DIVISION	TOTAL NOS. OF EMPLOYEES	MALE OPERATIVES			FEMALE OPERATIVES			UNEMPLOYMENT (%)			
				CORRECTED TURNOVER %	INDEPENDENCY RATE %	ABSENCE RATE %	CORRECTED TURNOVER %	DEPENDENCY RATE %	ABSENCE RATE %	LOCAL		REGIONAL	
										MALES	FEMALES	MALES	FEMALES
BIRMINGHAM	U.K. Tyre	Tyres	6939	21.9	0.1	4.4	31.0	0.0	2.9	3.3	1.1	2.5	0.9
INCHINNAN	"	"	1339	5.0	0.0	5.7	8.0	0.0	9.1	4.2	1.8	5.3	2.1
LIVERPOOL	"	"	2421	9.8	0.0	6.0	36.0	0.0	6.6	8.5	2.3	4.4	1.2
WALSINGTON	"	"	331	47.0	0.0	M	0.0	0.0	M	7.9	2.1	5.6	6.2
COVENTRY	Engineering	All	5062	13.9	1.0	4.5	19.0	0.0	6.5	2.7	1.8	2.5	0.9
DUDLEY	"	Wheel	430	51.0	0.0	8.5	51.0	0.0	4.9	1.7	0.5	2.5	0.9
MANCHESTER	Industrial	G.R.G.	1447	48.0	0.0	10.7	55.0	0.0	9.0	3.9	0.6	4.4	1.2
SKELTONSDALE	"	"	977	21.0	0.0	5.6	15.0	0.0	8.5	5.7	2.1	4.4	1.2
GATESHEAD	"	Hose	1250	11.0	0.0	6.6	32.0	0.0	6.5	6.5	2.3	5.6	2.0
GRINSBY	"	Oil & Marine	504	18.0	0.0	5.9	7.0	0.0	5.6	4.7	1.1	3.4	1.1
CRACKINGTON	"	Rose	330	19.0	0.0	M	22.0	0.0	M	5.9	0.8	5.6	2.0
WALNER	"	Hose	525	20.0	0.0	M	44.0	0.0	M	6.5	2.3	5.6	2.0
LIVERPOOL	"	Polymer Eng.	1984	25.0	0.0	7.5	45.0	0.0	6.1	2.2	0.5	2.6	1.7
WALSLEY	"	Rubber Plastics	403	87.0	0.0	M	30.0	0.0	M	5.5	1.6	4.2	1.8
LOUGHBOROUGH	"	Precision Rubbers	471	35.0	0.0	6.2	39.0	0.0	7.9	1.5	0.5	2.6	0.7
SALFORD (LEICS)	"	R.E. Components	112	43.0	0.0	M	90.0	0.0	M	1.3	0.4	2.6	0.7
HINWAIN	Consumer	Dunlopillo	643	12.0	0.0	7.2	21.0	0.0	13.0	4.0	1.1	4.2	1.8
HARROGATE	"	"	674	48.0	0.0	6.4	62.0	0.0	5.5	2.4	0.7	3.4	1.1
HALTON	"	Footwear	942	4.9	4.1	5.6	7.1	10.9	8.6	8.5	2.3	4.4	1.2
BRIMFLEET	"	Semtex	1352	9.0	0.0	7.3	13.0	0.0	9.4	3.7	3.4	4.2	1.8
WALSLEY	"	I.S.C.	678	82.0	0.0	16.0	51.0	0.0	13.4	4.4	1.4	3.4	1.1
WALSLEY	"	I.S.C.	1054	20.0	0.0	6.1	37.0	0.0	8.0	2.3	0.5	3.4	1.1
WALSLEY	"	I.S.C.	525	12.6	1.4	9.1	23.0	0.0	11.7	8.5	2.3	4.4	1.2
LIVERPOOL	"	I.S.C.	558	38.0	0.0	6.2	47.0	0.0	7.2	1.3	0.2	1.7	0.4
WALSLEY	"	I.S.C.	410	40.0	4.0	6.3	55.0	18.0	9.9	2.9	0.8	4.4	1.2
MANCHESTER	"	Toolbox	1255	30.0	0.4	7.1	33.6	1.2	8.0	4.4	1.4	3.9	1.3
WALSLEY	"	"	6827	92.1	4.1	11.6	90.0	18.0	10.5	7.2	3.2	3.9	1.7
WALSLEY	"	"	1553	22.2	1.1	2.6	21.0	4.1	2.7	2.4	0.9	1.2	0.5

Key: M = Manual labour

CROSS-SECTIONAL STUDY - FACTORY ANALYSIS - OPERATIVE EMPLOYEES
JANUARY-JUNE 1974

FIGURE 52: CHARACTERISTICS OF FACTORIES ANALYSED IN THE CROSS-SECTIONAL MODEL FOR OPERATIVE EMPLOYEES
JANUARY-JUNE 1974.

FACTORY	PRODUCT GROUP	PRODUCT DIVISION	TOTAL NOS. OF EMPLOYEES	MALE OPERATIVES			FEMALE OPERATIVES			UNEMPLOYMENT (%)			
				CORRECTED TURNOVER %	REDUNDANCY RATE %	ABSENCE RATE %	CORRECTED TURNOVER %	REDUNDANCY RATE %	ABSENCE RATE %	LOCAL		REGIONAL	
										MALES	FEMALES	MALES	FEMALES
BIRMINGHAM	U.K. Tyre	Tyres	6742	20.0	0.0	4.7	10.4	6.4	5.0	3.2	0.0	2.8	1.0
INCHINNAN	"	"	1266	19.0	0.0	7.7	12.0	0.0	6.3	3.8	1.6	5.5	2.1
LIVERPOOL	"	"	2330	12.0	0.0	5.8	20.0	0.0	11.2	7.8	2.0	4.7	1.3
WASHINGTON	"	"	327	62.0	0.0	M	0.0	0.0	M	7.8	1.9	6.0	2.0
COVENTRY	Engineering	All	4773	9.4	7.6	4.8	18.1	7.9	5.9	2.7	1.6	2.8	1.0
DUDLEY	"	Wheel	424	42.0	0.0	10.3	52.0	0.0	4.4	1.7	0.4	2.8	1.0
MANCHESTER	Industrial	G.R.G.	1409	59.0	0.0	11.6	65.0	0.0	10.6	3.6	0.6	4.7	1.3
SKELMERSDALE	"	"	981	20.0	0.0	4.4	13.0	0.0	5.7	5.3	0.8	4.7	1.3
GATESHEAD	"	Hose	1207	19.0	0.0	7.6	33.0	0.0	7.2	6.2	1.9	6.0	2.0
GRAYSBY	"	Oil & Marine	490	23.0	0.0	5.5	22.0	0.0	2.5	4.5	1.0	3.7	2.1
CRAMINGTON	"	Hose	340	21.0	0.0	M	0.0	0.0	M	6.5	0.8	6.0	2.0
WALKER	"	Hose	532	20.0	0.0	M	0.0	0.0	M	6.2	1.9	6.0	2.0
LEICESTER	"	Polymer Eng.	1893	45.0	0.0	6.9	77.0	0.0	4.9	2.3	0.4	3.0	0.8
PRENUM	"	Rubber Plastics	364	62.0	0.0	M	33.0	0.0	M	7.0	1.6	4.8	1.9
LOUGHBOROUGH	"	Precision Rubber	447	69.0	0.0	6.4	39.0	0.0	10.0	1.4	0.5	3.0	0.8
SAPCOCK (LEICS)	"	R.F. Components	114	24.0	0.0	M	22.0	0.0	M	1.4	0.4	3.0	0.8
HIVEMAN	Consumer	Dunlopillo	616	20.0	0.0	7.7	58.0	0.0	11.7	4.6	1.0	4.8	1.9
BARROGATE	"	"	652	54.0	0.0	6.0	75.0	0.0	5.6	2.5	0.6	3.7	1.1
MALTON	"	Footwear	943	9.4	0.6	6.4	16.0	0.0	10.1	7.8	2.0	4.7	1.3
BRANDOUR	"	Semtex	1296	13.0	0.0	8.2	14.0	0.0	6.9	3.8	2.9	4.8	1.9
BARKSLEY	"	I.S.C.	700	49.0	0.0	12.3	53.0	0.0	9.1	2.5	0.5	3.7	1.1
HORSBURY	"	I.S.C.	1035	39.0	0.0	4.6	27.0	0.0	7.1	2.5	0.5	3.7	1.1
LIVERPOOL	"	I.S.C.	521	24.0	0.0	7.0	26.0	0.0	10.3	7.8	2.0	4.7	1.3
WYATTAN ABREY	"	I.S.C.	598	45.0	0.0	6.3	41.0	0.0	3.9	1.6	0.3	2.1	0.5
ROCHDALE	"	Textiles	422	49.0	0.0	5.3	59.0	0.0	7.4	3.0	0.7	4.7	1.3
Descriptive Statistics			1217	33.0	0.3	7.0	32.0	0.6	7.3	4.4	1.2	4.3	1.3
(i) Mean			6628	59.6	1.5	7.9	77.0	7.9	9.2	6.4	2.6	3.9	1.6
(ii) Range			1489	19.0	7.6	2.2	23.1	2.0	2.7	2.2	0.7	1.2	0.5
(iii) S.Deviation													

K.Y.M. = Unavailable

CROSS-SECTIONAL STUDY - FACTORY ANALYSIS - STAFF EMPLOYEES
JULY-DECEMBER 1974

FIGURE 53: CHARACTERISTICS OF FACTORIES ANALYSED IN CROSS-SECTIONAL MODEL FOR STAFF EMPLOYEES: JULY-DECEMBER 1974

LOCATION	GROUP	AVERAGE TOTAL NO. EMPLOYEES	MALE STAFF			FEMALE STAFF			UNEMPLOYMENT RATES (%)				
			AVERAGE STRENGTH	TOTAL TURNOVER RATE %	CONTROLLABLE TURNOVER RATE %	AVERAGE STRENGTH	TOTAL TURNOVER RATE %	CONTROLLABLE TURNOVER RATE %	LOCAL	REGIONAL	MALES	FEMALES	
LONDON	Adm.n.	360	226	27.4	20.4	134	31.3	23.9	2.1	1.5	2.1	2.1	0.5
BIRMINGHAM	Adm.n.	243	157	11.5	3.8	86	34.9	20.9	3.6	1.1	3.3	3.3	1.3
FRANINGHAM	Research Centre	299	240	6.7	5.8	59	20.3	17.0	3.6	1.1	3.1	3.1	1.3
BIRMINGHAM	U.K.Tyre	6712	1528	4.7	3.5	543	15.1	8.1	3.6	1.1	3.1	3.1	1.3
LIVERPOOL	"	2290	305	5.3	3.3	82	12.2	4.9	8.9	2.7	5.2	5.2	1.6
LIVERPOOL	"	1216	221	14.5	8.2	75	34.7	21.3	3.7	1.7	5.5	5.5	2.1
MANCHESTER	Industrial	1409	272	10.3	8.1	102	9.8	2.0	4.1	0.8	5.2	5.2	1.6
SNEATHSDALE	"	981	185	13.0	6.7	54	3.7	0.0	6.0	2.7	5.2	5.2	1.6
NEWCASTLE	"	931	230	18.3	11.3	108	15.6	15.6	6.8	2.4	6.4	6.4	2.6
GATSHED	"	1207	211	17.1	16.1	70	22.9	11.4	6.8	2.4	6.4	6.4	2.6
LEICESTER	"	1925	626	13.7	10.5	182	24.2	12.1	3.1	1.0	2.7	2.7	0.7
MANCHESTER	"	336	75	13.3	10.7	25	24.0	24.0	7.5	2.4	5.0	5.0	2.2
LOVELBOROUGH	"	484	122	8.2	6.6	63	15.9	3.2	1.4	0.7	3.1	3.1	1.0
LIVERPOOL	"	330	98	24.5	18.4	32	0.0	0.0	8.9	2.7	5.2	5.2	1.6
BIRMINGHAM	Consumer	616	129	10.9	6.2	52	23.0	3.9	5.9	2.0	5.0	5.0	2.2
HARROGATE	"	652	216	7.4	4.6	100	26.0	14.0	3.0	0.6	3.8	3.8	1.3
HORSHAM	"	1035	167	20.4	15.6	79	35.4	15.2	2.7	0.5	3.8	3.8	1.3
LIVERPOOL	"	521	44	4.6	0.0	20	10.0	10.0	8.9	2.7	5.2	5.2	1.6
WALTON	"	943	177	5.7	3.4	115	7.0	3.5	8.9	2.7	5.2	5.2	1.6
BRAYTON	"	1306	215	13.0	11.2	158	19.0	12.7	4.1	4.3	5.0	5.0	2.2
Regional Statistics													
(i) Mean		1189	272	12.5	8.8	107	19.3	11.2	5.2	1.9	4.5	4.5	1.6
(ii) Range		6469	1484	22.8	20.4	523	35.4	24.0	7.5	3.8	4.3	4.3	2.1
(iii) Standard deviation		1413	318	6.5	5.5	111	9.4	7.8	2.5	1.0	1.2	1.2	0.5

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Pearson Correlation Coefficients

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- X_1 = Local Unemployment
- X_2 = Regional Unemployment
- X_3 = % Employees under 1 year's service
- X_4 = % Employees with 1-4 year's service
- X_5 = % Employees with over 5 year's service
- X_6 = % Employees under 20 years old
- X_7 = % Employees between 20-29 years old
- X_8 = % Employees over 30 years old
- X_9 = Average £ per week
- X_{10} = Relative local earnings
- X_{11} = Relative Regional earnings
- X_{12} = Relative staff to operative earnings
- X_{13} = % Change in average earnings
- X_{14} = Actual change in average earnings
- X_{15} = Size (nos. employed)

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- Corrected turnover rate (%)

INDEPENDENT VARIABLE:- Local unemployment rate (%)

TABLE 11a

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.7050 (p<0.001)	-0.7925 (p<0.001)	-0.4968 (p=0.004)	-0.7571 (p<0.001)	-0.5129 (p=0.012)	-0.8716 (p<0.001)
FEMALE OPERATIVES	-0.6086 (p<0.001)	-0.5984 (p<0.001)	0.0852 (N.S)	-0.8227 (p<0.001)	0.5063 (p=0.012)	-0.7634 (p<0.001)
MALE STAFF	-0.3989 (p=0.02)	-0.6763 (p<0.001)	0.1072 (N.S)	0.0336 (N.S)	-0.3372 (p=0.05)	-0.4172 (p=0.015)
FEMALE STAFF	-0.5572 (p=0.002)	-0.5184 (p=0.002)	0.2864 (N.S)	-0.3770 (N.S)	-0.5291 (p=0.002)	-0.6702 (p<0.001)
ALL EMPLOYEES	-0.6208 (p<0.001)	-0.7818 (p<0.001)	0.0747 (N.S)	-0.8416 (p<0.001)	-0.5654 (p=0.002)	-0.8863 (p<0.001)

NOTE: N.S. not significant
p probability of the coefficient occurring by chance

TABLE:- 11b

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- Corrected turnover rate (%)

INDEPENDENT VARIABLE:- Regional unemployment rate (%)

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.6812 (p<0.001)	-0.6814 (p<0.001)	-0.5513 (p=0.001)	-0.5533 (p=0.001)	-0.4733 (p=0.006)	-0.8716 (p<0.001)
FEMALE OPERATIVES	-0.5579 (p=0.001)	-0.6110 (p<0.001)	0.1263 (N.S)	-0.7369 (p<0.001)	0.3484 (p=0.05)	-0.7634 (p<0.001)
MALE STAFF	-0.6361 (p<0.001)	-0.5638 (p=0.001)	-0.1357 (N.S)	0.1823 (N.S)	-0.3308 (p=0.05)	-0.4172 (p=0.015)
FEMALE STAFF	-0.6594 (p<0.001)	-0.4935 (p=0.004)	0.4556 (p=0.008)	-0.3229 (p=0.05)	-0.5242 (p=0.002)	-0.6702 (p<0.001)
ALL EMPLOYEES	-0.7297 (p<0.001)	-0.6881 (p<0.001)	0.0827 (N.S)	-0.7053 (p<0.001)	-0.5367 (p=0.002)	-0.8863 (p<0.001)

TABLE:- R2a

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- % OF EMPLOYEES WITH UNDER 1 YEAR'S SERVICE

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.7744 ($p < 0.001$)	0.8784 ($p < 0.001$)	0.2674 (N.S)	0.4526 ($p = 0.008$)	0.1713 (N.S)	0.6686 ($p < 0.001$)
FEMALE OPERATIVES	0.8411 ($p < 0.001$)	0.6007 ($p < 0.001$)	0.2966 (N.S)	0.6291 ($p < 0.001$)	0.4753 ($p = 0.006$)	0.9229 ($p < 0.001$)
MALE STAFF	0.5368 ($p = 0.002$)	0.5337 ($p = 0.002$)	0.1341 (N.S)	0.1348 (N.S)	0.2908 (N.S)	0.6536 ($p < 0.001$)
FEMALE STAFF	0.7062 ($p < 0.001$)	0.3462 ($p = 0.04$)	0.4336 ($p = 0.02$)	0.2876 (N.S)	0.2356 (N.S)	0.0904 (N.S)
ALL EMPLOYEES	0.8008 ($p < 0.001$)	0.9047 ($p < 0.001$)	0.1627 (N.S)	0.7003 ($p < 0.001$)	0.3641 (N.S)	0.8730 ($p < 0.001$)

TABLE:- R2b

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- % OF EMPLOYEES WITH 1-4 YEARS SERVICE

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.1679 (N.S)	-0.7262 ($p < 0.001$)	0.0909 (N.S)	0.1137 (N.S)	-0.4568 ($p = 0.008$)	0.4020 ($p = 0.02$)
FEMALE OPERATIVES	0.3055 (N.S)	-0.8340 ($p < 0.001$)	-0.2553 (N.S)	0.2631 (N.S)	0.0448 (N.S)	-0.1435 (N.S)
MALE STAFF	0.2982 (N.S)	-0.2494 (N.S)	-0.2457 (N.S)	-0.4448 ($p = 0.01$)	0.2003 (N.S)	0.6160 ($p = 0.001$)
FEMALE STAFF	0.6628 ($p = 0.001$)	-0.1423 (N.S)	-0.1920 (N.S)	-0.1900 (N.S)	-0.2732 (N.S)	-0.0346 (N.S)
ALL EMPLOYEES	0.3169 (N.S)	-0.7343 ($p < 0.001$)	-0.0577 (N.S)	0.0629 (N.S)	-0.2263 (N.S)	-0.1162 (N.S)

TABLE:- R2c

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)

INDEPENDENT VARIABLE:- % EMPLOYEES WITH OVER 5 YEARS SERVICE

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINMAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.3448 (p=0.04)	-0.5968 (p=0.001)	-0.3223 (p=0.05)	-0.4636 (p=0.006)	0.4322 (p=0.01)	-0.6489 (p=0.001)
FEMALE OPERATIVES	-0.7625 (p<0.001)	0.2570 (N.S)	-0.2365 (N.S)	-0.7890 (p<0.001)	-0.3477 (p=0.04)	-0.4959 (p=0.004)
MALE STAFF	-0.4094 (p=0.02)	-0.5033 (p=0.004)	0.1668 (N.S)	0.3054 (N.S)	-0.2563 (N.S)	-0.6587 (p=0.001)
FEMALE STAFF	-0.7755 (p<0.001)	-0.3677 (p=0.03)	-0.3126 (N.S)	-0.0938 (N.S)	0.2013 (N.S)	-0.0078 (N.S)
ALL EMPLOYEES	-0.5946 (p=0.001)	-0.6047 (p<0.001)	-0.1707 (N.S)	-0.8105 (p<0.001)	0.0508 (N.S)	-0.3030 (N.S)

TABLE:- R3a

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- % OF EMPLOYEES UNDER 20 YEARS OLD

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.3145 (N.S)	0.8442 (p<0.001)	-0.4325 (p=0.01)	0.3387 (p=0.04)	0.0363 (N.S)	0.2006 (N.S)
FEMALE OPERATIVES	0.0943 (N.S)	0.8263 (p<0.001)	-0.0867 (N.S)	0.7029 (p<0.001)	0.3823 (p=0.025)	0.5187 (p=0.003)
MALE STAFF	0.3860 (p=0.03)	0.6494 (p<0.001)	0.2228 (N.S)	0.2222 (N.S)	0.0082 (N.S)	0.5798 (p=0.001)
FEMALE STAFF	0.7611 (p<0.001)	0.2813 (N.S)	0.5505 (p=0.001)	0.1039 (N.S)	-0.0416 (N.S)	0.0684 (N.S)
ALL EMPLOYEES	0.2065 (N.S)	0.8405 (p<0.001)	-0.1075 (N.S)	0.6586 (p<0.001)	0.6589 (N.S)	0.0724 (N.S)

TABLE:- R3b

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- % OF EMPLOYEES BETWEEN 20-29 YEARS OLD

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.4638 (p=0.007)	0.6661 (p<0.001)	0.0160 (N.S)	0.2920 (N.S)	-0.1754 (N.S)	0.2185 (N.S)
FEMALE OPERATIVES	0.8422 (p<0.001)	0.6738 (p<0.001)	-0.0157 (N.S)	0.3621 (p=0.03)	0.3387 (p=0.04)	0.0235 (N.S)
MALE STAFF	-0.3059 (N.S)	0.4620 (p=0.007)	-0.1201 (N.S)	0.1461 (N.S)	0.2527 (N.S)	0.5205 (p=0.003)
FEMALE STAFF	-0.3320 (p=0.04)	0.4837 (p=0.005)	-0.1391 (N.S)	0.2416 (N.S)	-0.0274 (N.S)	-0.0195 (N.S)
ALL EMPLOYEES	0.6491 (p<0.001)	0.7091 (p<0.001)	0.1314 (N.S)	0.6059 (p<0.001)	-0.3339 (p=0.04)	0.2784 (N.S)

TABLE:- R3c

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)

INDEPENDENT VARIABLE:- % OF EMPLOYEES OVER 30 YEARS OLD

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.1120 (N.S)	-0.8015 (p<0.001)	0.3478 (p=0.038)	-0.3657 (p=0.025)	-0.4011 (p=0.018)	-0.3584 (p=0.03)
FEMALE OPERATIVES	-0.7488 (p<0.001)	-0.7450 (p<0.001)	0.1539 (N.S)	-0.6134 (p<0.001)	0.1667 (N.S)	-0.7377 (p<0.001)
MALE STAFF	0.1247 (N.S)	-0.6345 (p<0.001)	0.0572 (N.S)	-0.1886 (N.S)	-0.2218 (N.S)	-0.5534 (p=0.001)
FEMALE STAFF	-0.6582 (p<0.001)	-0.4235 (p=0.015)	-0.5372 (p=0.002)	-0.2326 (N.S)	0.0444 (N.S)	-0.0377 (N.S)
ALL EMPLOYEES	-0.4315 (p=0.012)	-0.8490 (p<0.001)	-0.0495 (N.S)	-0.6599 (p<0.001)	0.1438 (N.S)	-0.4025 (p=0.018)

TABLE:- R4a

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED EMPLOYEE TURNOVER RATE %
 INDEPENDENT VARIABLE:- AVERAGE £ PER WEEK ADJUSTED FOR RETAIL PRICE INDEX

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINMAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.0790 (N.S)	0.8343 (p<0.001)	-0.0583 (N.S)	-0.3666 (p=0.025)	0.0039 (N.S)	-0.4129 (p=0.017)
FEMALE OPERATIVES	-0.6890 (p<0.001)	-0.7215 (p<0.001)	0.0789 (N.S)	-0.7220 (p<0.001)	0.1466 (N.S)	-0.7648 (p<0.001)
MALE STAFF	-0.7331 (p=0.005)	N.A	N.A	-0.5489 (p=0.05)	-0.1770 (N.S)	-0.5577 (p=0.05)
FEMALE STAFF	-0.0441 (N.S)	N.A	N.A	-0.2317 (N.S)	-0.1679 (N.S)	-0.0478 (N.S)
ALL EMPLOYEES	-0.6695 (p=0.015)	N.A	N.A	-0.1887 (N.S)	-0.3323 (N.S)	-0.6533 (p=0.015)

NOTE: N.A =correlation coefficients not computed due to insufficient of unavallible data.

TABLE:- R4b

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED EMPLOYEE TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- RELATIVE LOCAL EARNINGS

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINMAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.4486 (p=0.03)	-0.7037 (p<0.001)	-0.4057 (N.S)	-0.3932 (N.S)	0.2143 (N.S)	0.0709 (N.S)
FEMALE OPERATIVES	-0.4475 (p=0.03)	-0.8857 (p<0.001)	0.2482 (N.S)	0.1372 (N.S)	-0.3166 (N.S)	-0.5958 (p=0.004)
MALE STAFF	-0.0389 (N.S)	N.A	N.A	-0.5936 (p=0.05)	0.0030 (N.S)	-0.6896 (p=0.015)
FEMALE STAFF	0.0216 (N.S)	N.A	N.A	0.0334 (N.S)	0.0269 (N.S)	-0.2403 (N.S)
ALL EMPLOYEES		N.A	N.A	-0.1827 (N.S)	-0.3672 (N.S)	N.A

TABLE:- R4d

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- RELATIVE EARNINGS STAFF TO OPERATIVES

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.7139 (p=0.007)	N.A	N.A	-0.1988 (N.S)	-0.4085 (N.S)	-0.9149 (p<0.001)
FEMALE OPERATIVES	-0.3239 (N.A)	N.A	N.A	-0.3280 (N.S)	-0.0258 (N.S)	-0.2493 (N.S)
MALE STAFF	-0.6926 (p=0.009)	N.A	N.A	-0.1776 (N.S)	0.3703 (N.S)	-0.6686 (p=0.015)
FEMALE STAFF	-0.1315 (N.S)	N.A	N.A	-0.6040 (p=0.03)	-0.3799 (N.S)	-0.3974 (N.S)
ALL EMPLOYEES	N.A	N.A	N.A	N.A	N.A	N.A

TABLE:- R4c

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- RELATIVE REGIONAL EARNINGS

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.2274 (N.S)	-0.4150 (N.S)	N.A	-0.4049 (N.S)	0.2253 (N.S)	0.0709 (N.S)
FEMALE OPERATIVES	-0.3239 (N.S)	-0.8647 (p<0.001)	N.A	-0.2448 (N.S)	-0.3083 (N.S)	-0.5958 (p=0.064)
MALE STAFF	-0.3406 (N.S)	N.A	N.A	-0.6313 (p=0.03)	0.0138 (N.S)	-0.6869 (p=0.015)
FEMALE STAFF	0.1495 (N.S)	N.A	N.A	0.0616 (N.S)	0.0015 (N.S)	-0.2415 (N.S)
ALL EMPLOYEES	N.A	N.A	N.A	N.A	N.A	N.A

TABLE I- R4e

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- % CHANGE IN AVERAGE EARNINGS DURING THE QUARTER

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.1015 (N.S)	-0.0418 (N.S)	-0.1659 (N.S)	0.0573 (N.S)	0.0208 (N.S)	-0.0799 (N.S)
FEMALE OPERATIVES	-0.0648 (N.S)	-0.1172 (N.S)	-0.3157 (N.S)	0.0549 (N.S)	-0.0790 (N.S)	-0.1411 (N.S)
MALE STAFF	N.A	N.A	N.A	N.A	N.A	N.A
FEMALE STAFF	N.A	N.A	N.A	N.A	N.A	N.A
ALL EMPLOYEES	N.A	N.A	N.A	N.A	N.A	N.A

K4T

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
 INDEPENDENT VARIABLE:- ABSOLUTE CHANGE IN AVERAGE EARNINGS DURING QUARTER

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.1185 (N.S)	0.1010 (N.S)	-0.1574 (N.S)	0.0581 (N.S)	0.0485 (N.S)	-0.1835 (N.S)
FEMALE OPERATIVES	-0.2521 (N.S)	-0.2985 (N.S)	0.2887 (N.S)	0.0153 (N.S)	-0.0586 (N.S)	-0.2811 (N.S)
MALE STAFF	N.A	N.A	N.A	N.A	N.A	N.A
FEMALE STAFF	N.A	N.A	N.A	N.A	N.A	N.A
ALL EMPLOYEES	N.A	N.A	N.A	N.A	N.A	N.A

TABLE:- R5a

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)

INDEPENDENT VARIABLE:- FACTORY SIZE (strength)

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.3774 (p=0.03)	0.3028 (N.A)	0.1014 (N.A)	0.3647 (p=0.04)	0.1201 (N.S)	0.5991 (p=0.001)
FEMALE OPERATIVES	0.7762 (p<0.001)	0.1957 (N.S)	0.0225 (N.S)	0.6839 (p<0.001)	-0.4323 (p=0.02)	0.7373 (p<0.001)
MALE STAFF	0.4535 (p=0.01)	0.1890 (N.S)	-0.1476 (N.S)	-0.2262 (N.S)	0.3317 (N.S)	-0.0340 (N.S)
FEMALE STAFF	0.7349 (p<0.001)	0.2162 (N.S)	0.2680 (N.S)	0.1678 (N.S)	0.4321 (p=0.02)	0.3587 (p=0.04)
ALL EMPLOYEES	0.6534 (p<0.001)	0.3213 (p=0.05)	0.0497 (N.S)	0.6076 (p<0.001)	0.2120 (N.S)	0.5830 (p=0.002)

TABLE:- Sla

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

% of Factories with correlation coefficients significant at $p < 0.05$

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S (CODES)															SIZE
	UNEMPLOYMENT			COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS						
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁	X ₁₂	X ₁₃	X ₁₄	X ₁₅	
MALE STAFF	- 60	- 60	+ 40	- 20	- 40	+ 40	+ 20	- 20	- 60	- 33	- 60	- 33	- 33	0	0	X ₁₅
FEMALE STAFF	- 60	- 100	+ 60	- 20	- 40	+ 40	+ 20	- 60	0	0	0	- 33	0	0	0	+ 40
MALE OPERATIVES	- 100	- 100	+ 60	- 40	- 80	+ 40	+ 40	- 60	- 20	- 20	0	- 33	0	0	0	+ 40
FEMALE OPERATIVES	- 60	- 60	+ 80	- 20	- 60	+ 60	+ 80	- 60	- 60	- 40	- 20	0	0	0	0	+ 40
ALL EMPLOYEES	- 80	- 80	+ 60	- 20	- 60	+ 40	+ 60	- 60	- 33	0	0	0	0	0	0	+ 60

- = negative association

+ = positive association

TABLE:- S1B

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

% of factories with correlation coefficients significant at $p < 0.001$

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S (C O D E S)															
	UNEMPLOYMENT		COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS							SIZE
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁	X ₁₂	X ₁₃	X ₁₄	X ₁₅	
MALE STAFF	- 20	- 40	0	0	0	+ 20	0	- 20	0	0	0	0	0	0	0	0
FEMALE STAFF	0	- 20	+ 20	20	- 20	+ 40	0	- 20	0	0	0	0	0	0	0	+ 20
MALE OPERATIVES	- 60	- 80	+ 40	- 20	- 20	+ 20	+ 20	- 20	+ 20	- 20	0	0	0	0	0	0
FEMALE OPERATIVES	- 60	- 60	+ 60	- 20	- 40	+ 40	+ 40	- 60	- 60	- 20	0	0	0	0	0	+ 40
ALL EMPLOYEES	- 60	- 60	+ 60	- 20	- 60	+ 20	- 40	- 40	0	0	0	0	0	0	0	+ 40

- = negative correlation

+ = positive correlation

TABLE:- R6

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)

INDEPENDENT VARIABLE:- ABSENCE RATE (%)

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.7026 ($p < 0.001$)	0.3702 ($p = 0.03$)	0.2789 (N.S)	0.4077 ($p = 0.018$)	0.4560 ($p = 0.009$)	0.7586 ($p < 0.001$)
FEMALE OPERATIVES	0.6210 ($p < 0.001$)	-0.0379 (N.S)	0.3661 ($p = 0.03$)	0.6028 ($p < 0.001$)	0.0555 (N.S)	0.6975 ($p < 0.001$)

TABLE:- R7

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)

INDEPENDENT VARIABLE:- HOURS LOST BY INDUSTRIAL ACTION (HRS./EMPLOYEE)

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.0408 (N.S)	-0.0159 (N.A)	N.A	0.0604 (N.S)	0.5213 (p=0.01)	0.1663 (N.S)
FEMALE OPERATIVES	0.3315 (N.S)	0.0023 (N.S)	N.A	-0.0924 (N.S)	-0.0248 (N.S)	-0.0311 (N.S)
MALE STAFF	-0.0817 (N.S)	N.A	N.A	N.A	-0.2735 (N.A)	0.1762 (N.S)
FEMALE STAFF	-0.1359 (N.S)	N.A	N.A	N.A	0.2076 (N.S)	-0.3073 (N.S)
ALL EMPLOYEES	-0.2633 (N.S)	N.A	N.A	-0.0379 (N.S)	0.4559 (p=0.03)	0.2294 (N.S)

TABLE:- R8

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)

INDEPENDENT VARIABLE:- REDUNDANCY RATE (%)

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.4293 (p=0.014)	N.R	N.R	-0.4210 (p=0.015)	-0.1321 (N.S)	-0.6206 (p=0.001)
FEMALE OPERATIVES	0.0061 (N.S)	N.R	N.R	-0.4692 (p=0.008)	-0.0347 (N.S)	-0.3225 (p=0.05)
MALE STAFF	0.1458 (N.S)	N.R	N.R	0.1077 (N.S)	0.1580 (N.S)	-0.1847 (N.S)
FEMALE STAFF	-0.0492 (N.S)	N.R	N.R	-0.2872 (N.S)	-0.1966 (N.S)	-0.0338 (N.S)
ALL EMPLOYEES	-0.1211 (N.S)	N.R	N.E	-0.5087 (p = 0.004)	-0.1343 (N.S)	-0.5357 (p=0.002)

N.R.=No Redundancies

TABLE:- R9a

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)
 INDEPENDENT VARIABLE:- % LOCAL UNEMPLOYMENT RATE

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.6611 ($p < 0.001$)	-0.1085 (N.S)	-0.1397 (N.S)	-0.6111 ($p = 0.001$)	-0.5442 ($p = 0.002$)	-0.5599 ($p = 0.001$)
FEMALE OPERATIVES	-0.7843 ($p < 0.001$)	-0.6028 ($p = 0.001$)	-0.0385 (N.S)	-0.4502 ($p = 0.009$)	0.0643 (N.S)	-0.5100 ($p = 0.003$)

TABLE:- R9b

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)
 INDEPENDENT VARIABLE:- % REGIONAL UNEMPLOYMENT RATE

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.5484 ($p = 0.002$)	-0.0264 (N.S)	-0.1769 (N.S)	-0.4101 ($p = 0.016$)	-0.4522 ($p = 0.01$)	-0.5599 ($p = 0.001$)
FEMALE OPERATIVES	-0.5884 ($p = 0.001$)	-0.6087 ($p = 0.001$)	-0.2032 (N.S)	-0.3697 ($p = 0.027$)	0.0142 (N.S)	-0.5100 ($p = 0.003$)

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % OF EMPLOYEES UNDER 1 YEARS SERVICE

Table :- R10a

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.7423 ($p < 0.001$)	0.2791 (N.S)	0.0765 (N.S)	0.4411 ($p = 0.01$)	0.3437 ($p = 0.04$)	0.3944 ($p = 0.021$)
FEMALE OPERATIVES	0.7354 ($p < 0.001$)	0.3102 (N.S)	-0.1443 (N.S)	0.3410 ($p = 0.041$)	0.3169 ($p = 0.05$)	0.6819 ($p < 0.001$)

TABLE:- R10b

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)

INDEPENDENT VARIABLE:- % EMPLOYEES WITH 1-4 YEARS SERVICE

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.2366 (N.S)	-0.4357 ($p = 0.012$)	0.0875 (N.S)	0.1297 (N.S)	-0.4076 ($p = 0.016$)	0.1745 (N.S)
FEMALE OPERATIVES	0.1492 (N.S)	0.1741 (N.S)	0.3182 ($p = 0.05$)	0.1213 (N.S)	0.5306 ($p = 0.002$)	-0.0632 (N.S)

TABLE:- R10c

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE %

INDEPENDENT VARIABLE:- % EMPLOYEES OVER 5 YEARS SERVICE

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.6421 ($p < 0.001$)	0.0966 (N.S)	-0.1334 (N.S)	-0.4674 ($p = 0.007$)	0.3359 ($p = 0.045$)	-0.3631 ($p = 0.031$)
FEMALE OPERATIVES	-0.6012 ($p < 0.001$)	-0.6054 ($p < 0.001$)	-0.0795 (N.S)	-0.4268 ($p = 0.014$)	-0.5515 ($p = 0.002$)	-0.4023 ($p = 0.019$)

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % EMPLOYEES UNDER 20 YEARS OLD

TABLE:- R11a

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.3006 (N.S)	0.1982 (N.S)	-0.2218 (N.S)	0.3964 ($p=0.021$)	0.2567 (N.S)	0.0498 (N.S)
FEMALE OPERATIVES	0.2640 (N.S)	0.1404 (N.S)	0.0712 (N.S)	0.3777 ($p=0.025$)	0.5369 ($p=0.002$)	0.3732 ($p=0.028$)

TABLE:- R11b

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)

INDEPENDENT VARIABLE:- % EMPLOYEES BETWEEN 20-29 YEARS OLD

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.7642 ($p<0.001$)	0.1083 (N.S)	-0.0337 (N.S)	0.0903 (N.S)	-0.2244 (N.S)	0.3220 ($p=0.05$)
FEMALE OPERATIVES	0.6121 ($p<0.001$)	0.2620 (N.S)	0.0070 (N.S)	0.2188 (N.S)	0.4541 ($p=0.008$)	0.0042 (N.S)

TABLE:- R11c

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)

INDEPENDENT VARIABLE:- % EMPLOYEES OVER 30 YEARS OLD

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.3621 ($p=0.031$)	-0.2162 (N.S)	0.2020 (N.S)	-0.2188 (N.S)	0.0878 (N.S)	-0.4089 ($p=0.017$)
FEMALE OPERATIVES	-0.6403 ($p<0.001$)	-0.2356 (N.S)	0.1009 (N.S)	-0.3412 ($p=0.04$)	-0.5612 ($p=0.00$)	-0.5021 ($p=0.004$)

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)
 INDEPENDENT VARIABLE:- AVERAGE £ PER WEEK

TABLE:- R12a

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.5085 (p=0.004)	0.1681 (N.S)	0.07941 (N.S)	-0.2985 (N.S)	0.1392 (N.S)	-0.4249 (p=0.014)
FEMALE OPERATIVES	-0.4969 (p=0.004)	0.0451 (N.S)	-0.1068 (N.S)	-0.3850 (p=0.02)	0.2843 (N.S)	-0.5992 (p=0.001)

TABLE:- R12b

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)
 INDEPENDENT VARIABLE:- RELATIVE LOCAL EARNINGS

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.3321 (p=0.045)	0.0563 (N.S)	0.0263 (N.S)	-0.4369 (p=0.012)	0.5063 (p=0.003)	0.2675 (N.S)
FEMALE OPERATIVES	-0.2666 (N.S)	-0.3497 (p=0.04)	-0.5065 (p=0.003)	-0.0907 (N.S)	-0.0316 (N.S)	-0.6014 (p<0.001)

TABLE:- R12c

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)
 INDEPENDENT VARIABLE:- RELATIVE REGIONAL EARNINGS

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.4724 (p=0.007)	-0.5011 (p=0.003)	N.A	-0.4262 (p=0.014)	0.5095 (p=0.003)	0.2675 (N.S)
FEMALE OPERATIVES	-0.0790 (N.S)	-0.3619 (p=0.03)	N.A	-0.3233 (p=0.05)	-0.0464 (N.S)	-0.6014 (p<0.001)

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE
 INDEPENDENT VARIABLE:- RELATIVE STAFF TO OPERATIVE EARNINGS

TABLE:- R12d

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.6087 (p=0.02)	N.A	N.A	-0.0720 (N.S)	-0.4851 (N.S)	-0.3982 (N.S)
FEMALE OPERATIVES	-0.8001 (p<0.001)	N.A	N.A	0.0250 (N.S)	-0.6203 (p=0.02)	-0.2848 (N.S)

TABLE:- R12e

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE
 INDEPENDENT VARIABLE:- % CHANGE AV. EARNINGS

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.1381 (N.S)	0.2466 (N.S)	0.1064 (N.S)	0.2325 (N.S)	0.1375 (N.S)	-0.1807 (N.S)
FEMALE OPERATIVES	-0.2657 (N.S)	0.1785 (N.S)	0.1577 (N.S)	0.4279 (p=0.016)	-0.0599 (N.S)	0.0372 (N.S)

TABLE:- R12f

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE
 INDEPENDENT VARIABLE:- ACTUAL CHANGE IN AVERAGE EARNINGS

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.2313 (N.S)	0.2786 (N.S)	0.1051 (N.S)	0.2234 (N.S)	0.1662 (N.S)	-0.3173 (p=0.05)
FEMALE OPERATIVES	-0.3270 (p=0.05)	0.1085 (N.S)	0.0886 (N.S)	0.4110 (p=0.018)	0.0659 (N.S)	-0.1255 (N.S)

TABLE:- R13

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- ABSENCE RATE (%)

INDEPENDENT VARIABLE:- SIZE (TOTAL NOS. OF EMPLOYEES)

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.6164 ($p < 0.001$)	0.0982 (N.S)	-0.0291 (N.S)	0.2850 (N.S)	0.3338 ($p = 0.045$)	0.6115 ($p < 0.001$)
FEMALE OPERATIVES	0.6632 ($p < 0.001$)	0.6131 ($p < 0.001$)	-0.0837 (N.S)	0.2099 (N.S)	-0.3581 ($p = 0.035$)	0.6729 ($p < 0.001$)

DEPENDENT VARIABLE:-

ABSENCE RATE %

TIME SERIES ANALYSIS

TABLE: S2a % Factories with correlations significant at $p < 0.05$

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S															
	UNEMPLOYMENT			COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS						SIZE
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁	X ₁₂	X ₁₃	X ₁₄	X ₁₅	
MALE OPERATIVES	- 60	- 60	+ 60	- 40	- 60	+ 20	+ 20	- 20	- 20	+ 40	40 - 40 +	- 20	0	0		+ 40
FEMALE OPERATIVES	- 60	- 60	+ 60	+ 40	- 60	+ 40	+ 40	- 60	- 40	- 40	- 40	- 40	+ 20	20 + 20 -	+ 40	
TABLE S2b, % Factories with correlations significant at $p < 0.001$																
MALE OPERATIVES	- 40	0	+ 20	0	- 20	0	+ 20	0	0	0	0	0	0	0	0	+ 20
FEMALE OPERATIVES	- 40	- 40	- 20	0	- 40	0	+ 20	0	0	0	0	- 20	0	0	0	+ 40

TABLE:- R15a

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- % LOCAL UNEMPLOYMENT

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER *	HORBURY *	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.1412 (N.S)			0.0133 (N.S)	-0.3465 (p=0.1)	-0.1498 (N.S)
FEMALE OPERATIVES	0.1215 (N.S)			0.0360 (N.S)	-0.3200 (N.S)	-0.2748 (N.S)

* Zero or negligible no. of hours lost by I.A.

TABLE:- R15b

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- % REGIONAL UNEMPLOYMENT

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.0194 (N.S)			-0.0150 (N.S)	-0.3590 (p=0.09)	-0.1498 (N.S)
FEMALE OPERATIVES	0.0582 (N.S)			-0.1709 (N.S)	-0.2977 (N.S)	-0.2748 (N.S)

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY F.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- % EMPLOYEES WITH UNDER 1 YEAR'S SERVICE

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLCP UK FACTORIES
MALE OPERATIVES	-0.1614 (N.S)			0.2871 (N.S)	0.1744 (N.S)	0.2334 (N.S)
FEMALE OPERATIVES	-0.1660 (N.S)			-0.0374 (N.S)	-0.1560 (N.S)	-0.0454 (N.S)

TABLE:- 16b

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- % EMPLOYEES WITH 1-4 YEARS SERVICE

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.3232 (N.S)			-0.5167 ($p=0.01$)	-0.4257 ($p=0.03$)	-0.1034 (N.S)
FEMALE OPERATIVES	0.3062 (N.S)			-0.3278 ($p=0.08$)	0.4314 ($p=0.028$)	-0.1424 (N.S)

TABLE:- 16c

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- % EMPLOYEES WITH OVER 5 YEARS SERVICE

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.2171 (N.S)			0.0382 (N.S)	0.4178 ($p=0.035$)	-0.1430 (N.S)
FEMALE OPERATIVES	-0.2394 (N.S)			0.1872 (N.S)	-0.2734 (N.S)	0.1338 (N.S)

TABLE:- R17a

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PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESISDEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE
INDEPENDENT VARIABLE:- % EMPLOYEES UNDER 20 YEARS OLD

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.3479 (p=0.1)			0.0737 (N.S)	0.2116 (N.S)	0.3507 (N.S)
FEMALE OPERATIVES	0.1504 (N.S)			-0.3727 (p=0.05)	0.2505 (N.S)	-0.2897 (N.S)

TABLE:- R17b

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESISDEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE
INDEPENDENT VARIABLE:- % EMPLOYEES BETWEEN 20-29 YEARS OLD

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.1216 (N.S)			-0.1927 (N.S)	-0.0417 (N.S)	-0.1794 (N.S)
FEMALE OPERATIVES	0.1619 (N.S)			-0.4525 (p=0.022)	0.1535 (N.S)	0.2538 (N.S)

TABLE:- R17c

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESISDEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE
INDEPENDENT VARIABLE:- % EMPLOYEES OVER 30 YEARS OLD

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.2509 (N.S)			0.1211 (N.S)	0.2028 (N.S)	0.0476 (N.S)
FEMALE OPERATIVES	-0.2055 (N.S)			0.4339 (p=0.027)	-0.2319 (N.S)	-0.0010 (N.S)

TABLE:- R18a

-80-

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- AVERAGE WEEKLY EARNINGS

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.2365 (N.S)			0.2976 (N.S)	0.1929 (N.S)	0.2216 (N.S)
FEMALE OPERATIVES	-0.3041 (N.S)			0.2696 (N.S)	-0.0088 (N.S)	0.1758 (N.S)

TABLE:- R18b

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- RELATIVE LOCAL EARNINGS

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.3093 (N.S)			0.0747 (N.S)	0.1490 (N.S)	0.3072 (N.S)
FEMALE OPERATIVES	-0.3340 (N.S)			0.2704 (N.S)	0.0126 (N.S)	0.0999 (N.S)

TABLE:- R18c

PEARSON CORRELATION COEFFICIENTS: r, LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- RELATIVE REGIONAL EARNINGS

EMPLOYEE TYPES	F A C T O R I E S					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.1271 (N.S)			0.0723 (N.S)	0.1509 (N.S)	
FEMALE OPERATIVES	-0.3306 (N.S)			0.1926 (N.S)	0.0131 (N.S)	

TABLE:- R18d

-81-

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- RELATIVE STAFF TO OPERATIVE EARNINGS

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.3639 (N.S)			0.2832 (N.S)	-0.5248 (p=0.05)	-0.6565 (p=0.012)
FEMALE OPERATIVES	0.3824 (N.S)			-0.1761 (N.S)	-0.4025 (p=0.1)	-0.5735 (p=0.03)

TABLE:- R18e

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- % CHANGE IN AVERAGE EARNINGS DURING THE QUARTER

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.2435 (N.S)			0.0030 (N.S)	0.3325 (p=0.075)	0.0280 (N.S)
FEMALE OPERATIVES	-0.1156 (N.S)			-0.0876 (N.S)	0.3465 (p=0.065)	0.1954 (N.S)

TABLE:- R18f

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- ABSOLUTE CHANGES IN AVERAGE EARNINGS DURING THE QUARTER

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.2731 (N.S)			0.0202 (N.S)	0.3483 (p=0.065)	0.0798 (N.S)
FEMALE OPERATIVES	-0.2333 (N.S)			0.0687 (N.S)	0.3458 (p=0.065)	0.1727 (N.S)

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- REDUNDANCY RATE (%)

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.2906 (N.S)			-0.1548 (N.S)	-0.2699 (N.S)	0.0693 (N.S)
FEMALE OPERATIVES	0.1577 (N.S)			-0.0281 (N.S)	-0.1294 (N.S)	0.1903 (N.S)

TABLE:- R20

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- SIZE

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	0.2759 (N.S)			0.0708 (N.S)	0.0324 (N.S)	0.1009 (N.S)
FEMALE OPERATIVES	0.2759 (N.S)			0.0708 (N.S)	0.0324 (N.S)	0.1009 (N.S)

TABLE:- R21

PEARSON CORRELATION COEFFICIENTS: r , LEVELS OF SIGNIFICANCE IN PARENTHESIS

DEPENDENT VARIABLE:- HOURS LOST BY I.A. PER EMPLOYEE

INDEPENDENT VARIABLE:- ABSENCE RATE (%)

EMPLOYEE TYPES	FACTORIES					
	COVENTRY	LEICESTER	HORBURY	WALTON	INCHINNAN	ALL DUNLOP UK FACTORIES
MALE OPERATIVES	-0.1817 (N.S)			-0.1490 (N.S)	0.1604 (N.S)	0.1008 (N.S)
FEMALE OPERATIVES	-0.1598 (N.S)			-0.3144 (N.S)	0.1234 (N.S)	-0.0311 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY INDUSTRIAL ACTION
TIME SERIES ANALYSIS

TABLE: S3a, % Factories with correlations significant at $p < 0.05$

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S															
	UNEMPLOYMENT			COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS						SIZE
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁	X ₁₂	X ₁₃	X ₁₄	X ₁₅	
MALE	33	33	0	67	+	0	0	0	0	0	0	33	0	0	0	
FEMALE	0	0	0	33	+	33	33	+	0	0	0	0	0	0	0	
TABLE: S3b, % Factories with correlations significant at $p < 0.1$																
MALE	33	33	0	67	+	33	0	0	0	0	33	33	+	33	+	0
FEMALE	0	0	0	33+	0	33-	33	+	0	0	33	33	+	33	+	0

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- LOCAL UNEMPLOYMENT RATE

TABLE:- C1a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.4383 (p=0.015)	-0.2953 (N.S)	-0.2916 (N.S)
FEMALE OPERATIVE	-0.5246 (p=0.004)	-0.5970 (p=0.001)	-0.5859 (p=0.001)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- REGIONAL UNEMPLOYMENT RATE

TABLE:- C1b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.4229 (p=0.02)	-0.2275 (N.S)	-0.2067 (N.S)
FEMALE OPERATIVE	-0.4626 (p=0.009)	-0.4943 (p=0.006)	-0.4209 (p=0.02)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- REDUNDANCY RATE

TABLE:- C5

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.1769 (N.S)	-0.1288 (N.S)	-0.2778 (N.S)
FEMALE OPERATIVE	-0.1027 (N.S)	0.0457 (N.S)	-0.2240 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- % EMPLOYEES WITH UNDER 1 YEAR'S SERVICE

TABLE:- C2a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.7898 (p<0.001)	0.8368 (p<0.001)	0.7184 (p<0.001)
FEMALE OPERATIVE	0.0913 (N.S)	0.3284 (N.S)	0.6893 (p<0.001)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- % EMPLOYEES WITH 1-4 YEAR'S SERVICE

TABLE:- C2b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.0802 (N.S)	0.3371 (N.S)	0.6370 (p<0.001)
FEMALE OPERATIVE	-0.0688 (N.S)	0.1725 (N.S)	-0.1413 (N.S)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- % EMPLOYEES WITH OVER 5 YEAR'S SERVICE

TABLE:- C2c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.8146 (p<0.001)	-0.8230 (p<0.001)	-0.7546 (p<0.001)
FEMALE OPERATIVE	-0.0291 (N.S)	-0.3523 (p=0.05)	-0.2333 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- % EMPLOYEES UNDER 20 YEARS OLD

TABLE:- C3a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.6223 (p<0.001)	0.4684 (p=0.009)	0.2850 (N.S)
FEMALE OPERATIVE	0.2674 (N.S)	0.3898 (p=0.027)	0.3716 (p=0.035)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- % EMPLOYEES 20-29 YEARS OLD

TABLE:- C3b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.5884 (p=0.001)	0.5371 (p=0.003)	0.5773 (p=0.001)
FEMALE OPERATIVE	0.2401 (N.S)	0.3481 (p=0.05)	0.4670 (p=0.009)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- % EMPLOYEES OVER 30 YEARS OLD

TABLE:- C3c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.6468 (p<0.001)	-0.6061 (p<0.001)	-0.5608 (p=0.002)
FEMALE OPERATIVE	-0.2747 (N.S)	-0.3842 (p=0.029)	-0.4612 (p=0.01)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- AVERAGE £ PER WEEK

TABLE:- C4a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.6977 (p<0.001)	-0.6369 (p<0.001)	-0.7500 (p<0.001)
FEMALE OPERATIVE	-0.1767 (N.S)	-0.5089 (p=0.005)	0.0703 (N.S)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- RELATIVE LOCAL EARNINGS

TABLE:- C4b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.7740 (p<0.001)	N.A	-0.6577 (p<0.001)
FEMALE OPERATIVE	-0.1025 (N.S)	N.A	0.1163 (N.S)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- RELATIVE REGIONAL EARNINGS

TABLE:- C4c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.7396 (p<0.001)	N.A	-0.7506 (p<0.001)
FEMALE OPERATIVE	-0.1751 (N.S)	N.A	-0.0291 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- FACTORY SIZE (NOS. EMPLOYED, TOTAL)

TABLE:- C6

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.2723 (N.S)	-0.2822 (N.S)	-0.3677 (p=0.04)
FEMALE OPERATIVE	-0.0864 (N.S)	-0.1417 (N.S)	-0.1712 (N.S)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- ABSENCE RATE

TABLE:- C7

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.3343 (p=0.05)	0.6901 (p<0.001)	0.3969 (p=0.025)
FEMALE OPERATIVE	-0.0819 (N.S)	-0.0979 (N.S)	0.0698 (N.S)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE

INDEPENDENT VARIABLE:- MAN-HOURS LOST BY DISPUTES

TABLE:- C8

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.3147 (N.S)	-0.5735 (p=0.001)	0.0834 (N.S)
FEMALE OPERATIVE	-0.1370 (N.S)	-0.5109 (p=0.004)	-0.0663 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % LOCAL UNEMPLOYMENT

TABLE:- C9a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.1613 (N.S)	0.0467 (N.S)	-0.0346 (N.S)
FEMALE OPERATIVE	0.4218 (p=0.03)	0.2350 (N.S)	0.2846 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % REGIONAL UNEMPLOYMENT

TABLE:- C9b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.1073 (N.S)	0.0525 (N.S)	0.1376 (N.S)
FEMALE OPERATIVE	0.2414 (N.S)	0.3686 (p=0.05)	0.3504 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- REDUNDANCY RATE

TABLE:- C13

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.1773 (N.S)	-0.1569 (N.S)	-0.2345 (N.S)
FEMALE OPERATIVE	0.3215 (N.S)	0.1734 (N.S)	-0.2278 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % UNDER 1 YEARS SERVICE

TABLE:- C10a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.4204 (p=0.04)	0.6817 (p=0.001)	0.4501 (p=0.025)
FEMALE OPERATIVE	0.1261 (N.S)	0.2999 (N.S)	0.0391 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % WITH 1-4 YEARS SERVICE

TABLE:- C10b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.1532 (N.S)	0.1915 (N.S)	0.0364 (N.S)
FEMALE OPERATIVE	-0.0433 (N.S)	0.2722 (N.S)	0.0398 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % OVER 5 YEARS SERVICE

TABLE:-C10c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.2980 (N.S)	-0.4618 (p=0.02)	-0.2780 (N.S)
FEMALE OPERATIVE	-0.0445 (N.S)	-0.3825 (p=0.05)	-0.0658 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % UNDER 20 YEARS OLD

TABLE:- C11a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.2511 (N.S)	0.4427 (p=0.016)	0.0509 (N.S)
FEMALE OPERATIVE	0.0620 (N.S)	0.4141 (p=0.036)	-0.0295 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % 20-29 YEARS OLD

TABLE:- C11b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.2745 (N.S)	0.2815 (N.S)	0.1927 (N.S)
FEMALE OPERATIVE	0.1257 (N.S)	0.4883 (p=0.012)	0.1421 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- % OVER 30 YEARS OLD

TABLE:- C11c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.2787 (N.S)	-0.3847 (p=0.05)	-0.1428 (N.S)
FEMALE OPERATIVE	-0.1387 (N.S)	-0.4787 (p=0.018)	-0.0794 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- £ PER WEEK

TABLE:- C12a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.2099 (N.S)	-0.4143 (p=0.02)	-0.3174 (N.S)
FEMALE OPERATIVE	-0.2068 (N.S)	0.0093 (N.S)	-0.2363 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- RELATIVE LOCAL EARNINGS

TABLE:- C12b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.1539 (N.S)	N.A	-0.2508 (N.S)
FEMALE OPERATIVE	-0.1833 (N.S)	N.A	-0.2357 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- RELATIVE REGIONAL EARNINGS

TABLE:- C12c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.1657 (N.S)	N.A	-0.3267 (N.S)
FEMALE OPERATIVE	-0.1660 (N.S)	N.A.	-0.2167 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- SIZE

TABLE:- C14

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.2354 (N.S)	-0.3577 (N.S)	0.3181 (N.S)
FEMALE OPERATIVE	-0.4721 (p=0.018)	-0.3149 (N.S)	-0.1692 (N.S)

DEPENDENT VARIABLE:- ABSENCE RATE

INDEPENDENT VARIABLE:- HOURS LOST BY I.A.

TABLE:- C15

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.1927 (N.S)	-0.0301 (N.S)	-0.0726 (N.S)
FEMALE OPERATIVE	-0.2357 (N.S)	0.3709 (N.S)	-0.0436 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- LOCAL UNEMPLOYMENT

TABLE:- C16a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.2083 (N.S)	0.6051 (p=0.001)	-0.2476 (N.S)
FEMALE OPERATIVE	0.3117 (N.S)	0.6202 (p=0.001)	-0.1969 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- REGIONAL UNEMPLOYMENT

TABLE:-C16b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.2510 (N.S)	0.6649 (p<0.001)	-0.2282 (N.S)
FEMALE OPERATIVE	0.3457 (p=0.05)	0.6369 (p=0.001)	-0.1471 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- REDUNDANCY

TABLE:- C20

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.1255 (N.S)	0.0109 (N.S)	0.2452 (N.S)
FEMALE OPERATIVE	-0.1859 (N.S)	-0.0921 (N.S)	0.3429 (p=0.05)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- HOURS LOST I.A.

INDEPENDENT VARIABLE:- % UNDER 1 YEARS SERVICE

TABLE:- C17a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.1889 (N.S)	-0.3087 (N.S)	0.0370 (N.S)
FEMALE OPERATIVE	0.0300 (N.S)	-0.3246 (N.S)	0.1673 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- % BETWEEN 1-4 YEARS SERVICE

TABLE:- C17b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.3717 (p=0.041)	-0.4185 (p=0.025)	0.0578 (N.S)
FEMALE OPERATIVE	-0.4673 (p=0.015)	-0.0888 (N.S)	0.0225 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- % OVER 5 YEARS SERVICE

TABLE:- C17c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.4344 (p=0.02)	0.4562 (p=0.015)	-0.0535 (N.S)
FEMALE OPERATIVE	0.4054 (p=0.003)	0.2910 (N.S)	-0.0923 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- % UNDER 20 YEARS

TABLE:- C18a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.3501 (p=0.05)	-0.5174 (p=0.01)	0.0748 (N.S)
FEMALE OPERATIVE	-0.1941 (N.S.)	-0.4042 (p=0.04)	0.2955 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- % BETWEEN 20-29 YEARS OLD

TABLE:- C18b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	-0.3170 (N.S)	-0.3394 (N.S)	0.0527 (N.S)
FEMALE OPERATIVE	-0.4590 (p=0.025)	-0.2276 (N.S)	-0.0541 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- % OVER 30 YEARS OLD

TABLE:- C18c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.3578 (p=0.05)	0.4762 (p=0.02)	-0.0741 (N.S)
FEMALE OPERATIVE	0.3619 (p=0.05)	0.31501 (N.S)	-0.0950 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- AVERAGE £ PER WEEK

TABLE:- C19a

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.4589 (p=0.01)	0.3996 (p=0.045)	-0.1110 (N.S)
FEMALE OPERATIVE	0.2830 (N.S)	0.0325 (N.S)	-0.0843 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- RELATIVE LOCAL EARNINGS

TABLE:- C19b

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.3476 (p=0.05)	N.A	-0.0991 (N.S)
FEMALE OPERATIVE	0.2047 (N.S)	N.A	-0.1452 (N.S)

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- RELATIVE REGIONAL EARNINGS

TABLE:- C19c

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.4779 (p=0.009)	N.A	-0.1615 (N.S)
FEMALE OPERATIVE	0.2499 (N.S)	N.A	-0.1320 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- HOURS LOST BY I.A.

INDEPENDENT VARIABLE:- SIZE

TABLE:- C21

EMPLOYEE TYPE	TIME PERIOD		
	JAN - JUNE 1973	JULY - DEC 1973	JAN - JUNE 1974
MALE OPERATIVE	0.3011 (N.S)	0.1612 (N.S)	0.2718 (N.S)
FEMALE OPERATIVE	0.3011 (N.S)	-0.1612 (N.S)	0.2718 (N.S)

DEPENDENT VARIABLE:- CORRECTED TURNOVER RATE (%)
CROSS-SECTIONAL ANALYSIS

TABLE: S4a, % Analyses with correlations significant at $p < 0.05$

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S															
	UNEMPLOYMENT			COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS						SIZE
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁	X ₁₂	X ₁₃	X ₁₄	X ₁₅	
MALE OPERATIVES	- 33	- 33	+ 100	- 33	- 100	+ 67	+ 100	- 100	- 100	- 100	- 100	N.A	N.A	N.A	N.A	N.A
FEMALE OPERATIVES	- 100	- 100	+ 33	- 0	- 33	+ 67	+ 67	- 67	- 33	0	0	N.A	N.A	N.A	- 33	- 33
TABLE: S4b, % Analyses with correlations significant at $p < 0.001$																
MALE OPERATIVE	0	0	+ 100	- 33	- 100	+ 33	+ 67	- 67	- 100	- 100	- 100	N.A	N.A	N.A	0	0
FEMALE OPERATIVE	- 67	0	+ 33	0	0	0	0	0	0	0	0	N.A	N.A	N.A	0	0

DEPENDENT VARIABLE:- ABSENCE RATE (%)

CROSS-SECTIONAL ANALYSIS

TABLE: S5a, % Analyses with correlations significant at $p < 0.05$

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S															
	UNEMPLOYMENT			COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS						SIZE
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁	X ₁₂	X ₁₃	X ₁₄	X ₁₅	
MALE OPERATIVES	0	0	+ 100	0	- 33	+ 33	0	- 33	- 33	0	0	N.A	N.A	N.A	0	
FEMALE OPERATIVES	- 33	- 33	0	0	- 33	+ 33	- 33	- 33	0	0	0	N.A	N.A	N.A	- 33	

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S															
	UNEMPLOYMENT			COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS						SIZE
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁	X ₁₂	X ₁₃	X ₁₄	X ₁₅	
MALE OPERATIVES	0	0	+ 33	0	0	0	0	0	0	0	N.A	N.A	N.A	N.A	0	
FEMALE OPERATIVES	0	0	0	0	0	0	0	0	0	0	N.A	N.A	N.A	N.A	0	

TABLE: S5b, % Analyses with correlations significant at $p < 0.001$

DEPENDENT VARIABLE: HOURS LOST BY INDUSTRIAL ACTION PER EMPLOYEE

CROSS-SECTIONAL ANALYSIS

TABLE: S6a, % Analysis with correlations significant at p<0.05

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S															
	U N E M P L O Y M E N T			C O M P A N Y S E R V I C E			A G E			E A R N I N G S A N D R E L A T I V E E A R N I N G S						S I Z E
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁	X ₁₂	X ₁₃	X ₁₄	X ₁₅	
MALE OPERATIVES	+ 33	+ 33	0	- 67	+ 67	- 67	0	+ 67	+ 67	+ 50	+ 50	N.A	N.A	N.A	0	
FEMALE OPERATIVES	+ 33	+ 67	0	- 33	+ 33	- 33	- 33	+ 33	0	0	0	N.A	N.A	N.A	0	
TABLE: S6b, % Analyses with correlations significant at p<0.001																
MALE OPERATIVES	+ 33	+ 33	0	0	0	0	0	0	0	0	0	N.A	N.A	N.A	0	
FEMALE OPERATIVES	+ 33	+ 33	0	0	0	0	0	0	0	0	0	N.A	N.A	N.A	0	

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:- LOCAL UNEMPLOYMENT

TABLE: C22a

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	-0.1748 (N.S)	-0.1501 (N.S)
FEMALE STAFF	-0.0058 (N.S)	-0.2502 (N.S)

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:- REGIONAL UNEMPLOYMENT

TABLE: C22b

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	-0.1759 (N.S)	0.0009 (N.S)
FEMALE STAFF	0.0532 (N.S)	-0.0198 (N.S)

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:- FACTORY SIZE

TABLE: C23

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	-0.1919 (N.S)	-0.2362 (N.S)
FEMALE STAFF	-0.1771 (N.S)	-0.1883 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:-% EMPLOYEES WITH UNDER 1 YEAR'S SERVICE

TABLE: C24a

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	0.2975 (N.S)	0.5503 (p=0.005)
FEMALE STAFF	0.7366 (p<0.001)	0.2690 (N.S)

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:-% EMPLOYEES WITH 1-4 YEARS SERVICE

TABLE: C24b

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	0.6304 (p<0.001)	0.5176 (p=0.01)
FEMALE STAFF	0.5546 (p=0.005)	0.1298 (N.S)

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:% EMPLOYEES OVER 5 YEARS SERVICE

TABLE: C24c

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	-0.6122 (p=0.001)	-0.6425 (p<0.001)
FEMALE STAFF	-0.6831 (p<0.001)	-0.2037 (N.S)

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:- AVERAGE £ PER WEEK

TABLE: C25a

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	0.2646 (N.S)	0.0948 (N.S)
FEMALE STAFF	0.0983 (N.S)	0.0068 (N.S)

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER

INDEPENDENT VARIABLE:- RELATIVE LOCAL EARNINGS

TABLE: C25b

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	-0.4907 (p=0.014)	N.A
FEMALE STAFF	-0.2809 (N.S)	N.A

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:- RELATIVE REGIONAL EARNINGS

TABLE: C25c

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	-0.4085 (p=0.036)	N.A
FEMALE STAFF	-0.5732 (p=0.002)	N.A

PEARSON CORRELATION COEFFICIENTS

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATE

INDEPENDENT VARIABLE:-RELATIVE STAFF TO OPERATIVE EARNINGS

TABLE: 25d

EMPLOYEE TYPE	TIME PERIOD	
	JAN - JUNE 1974	JULY - DEC 1974
MALE STAFF	0.5399	-0.1334
FEMALE STAFF	0.0644	-0.2648

DEPENDENT VARIABLE:- CONTROLLABLE TURNOVER RATES

CROSS-SECTIONAL ANALYSIS

TABLE: S7a, % Analyses with correlations significant at $p < 0.05$

EMPLOYEE TYPES	I N D E P E N D E N T V A R I A B L E S														
	UNEMPLOYMENT			COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS					
	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀ *	X ₁₁ *	X ₁₂	X ₁₃	X ₁₄	X ₁₅
MALE STAFF	0	0	+	+	-	N.A	N.A	N.A	0	-	-	+	N.A	N.A	0
FEMALE STAFF	0	0	+	+	-	N.A	N.A	N.A	0	-	-	0	N.A	N.A	0

TABLE: S7b, % Analyses with correlations significant at $p < 0.001$														
I N D E P E N D E N T V A R I A B L E S														
UNEMPLOYMENT			COMPANY SERVICE			AGE			EARNINGS AND RELATIVE EARNINGS					
X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀ *	X ₁₁ *	X ₁₂	X ₁₃	X ₁₄	X ₁₅
MALE STAFF	0	0	0	+	-	N.A	N.A	N.A	0	0	0	N.A	N.A	0
FEMALE STAFF	0	0	+	+	-	N.A	N.A	N.A	0	0	0	N.A	N.A	0

* only one analysis January-June 1974

TABLE G1

SCATTERGRAM:

Male operative corrected turnover rate versus per cent male unemployment rate in Great Britain.

FACTORY:

All Dunlop factories

DATES:

1967-1974

See P.56 for Pearson Correlation Coefficient

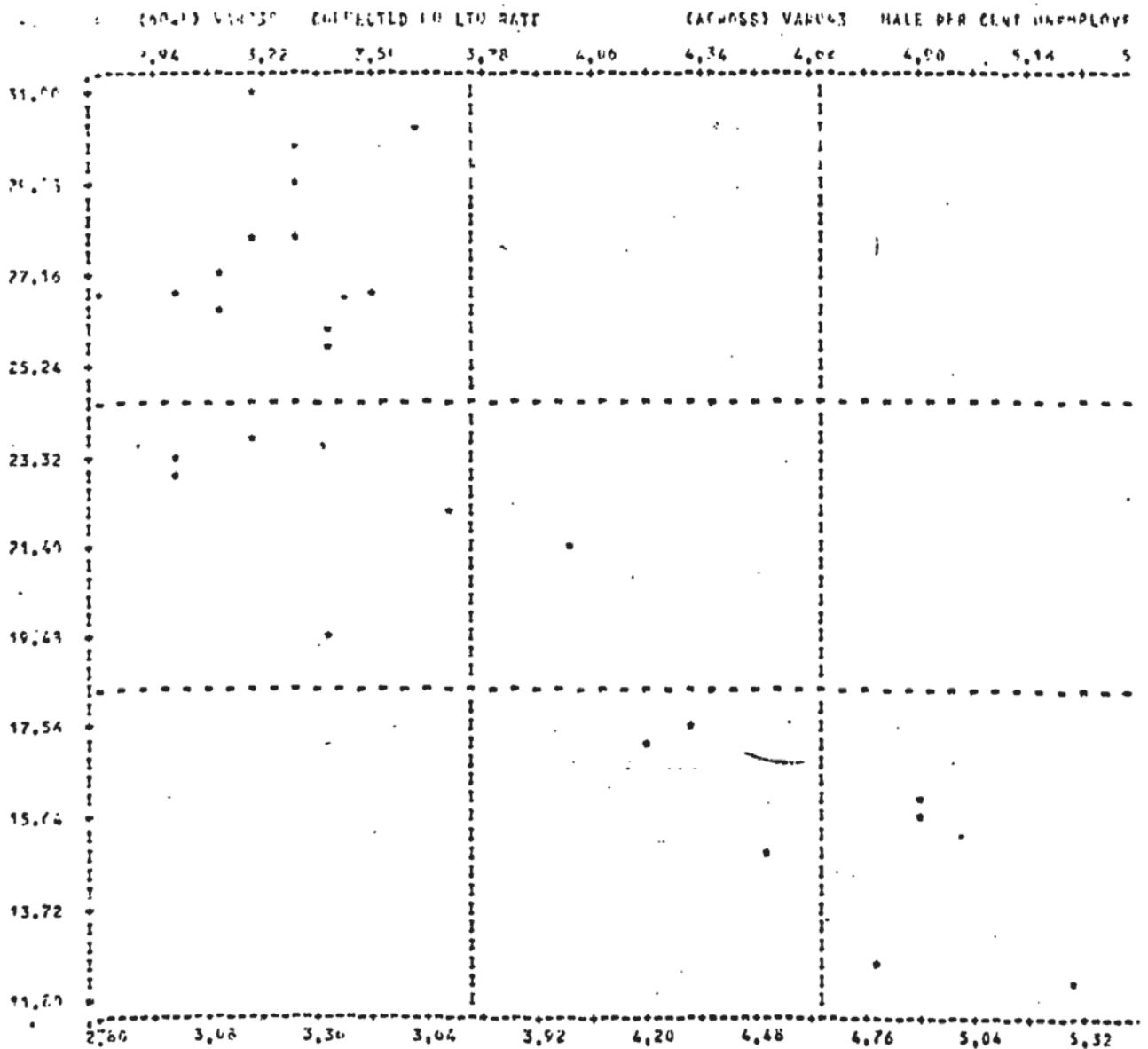


TABLE G2

SCATTERGRAM:

Corrected female operative (FO)
turnover rate versus per cent of
female operatives with under
1 year's service

FACTORY:

All Dunlop Factories

DATES:

1967-1974

See P.57 for Pearson Correlation Coefficient

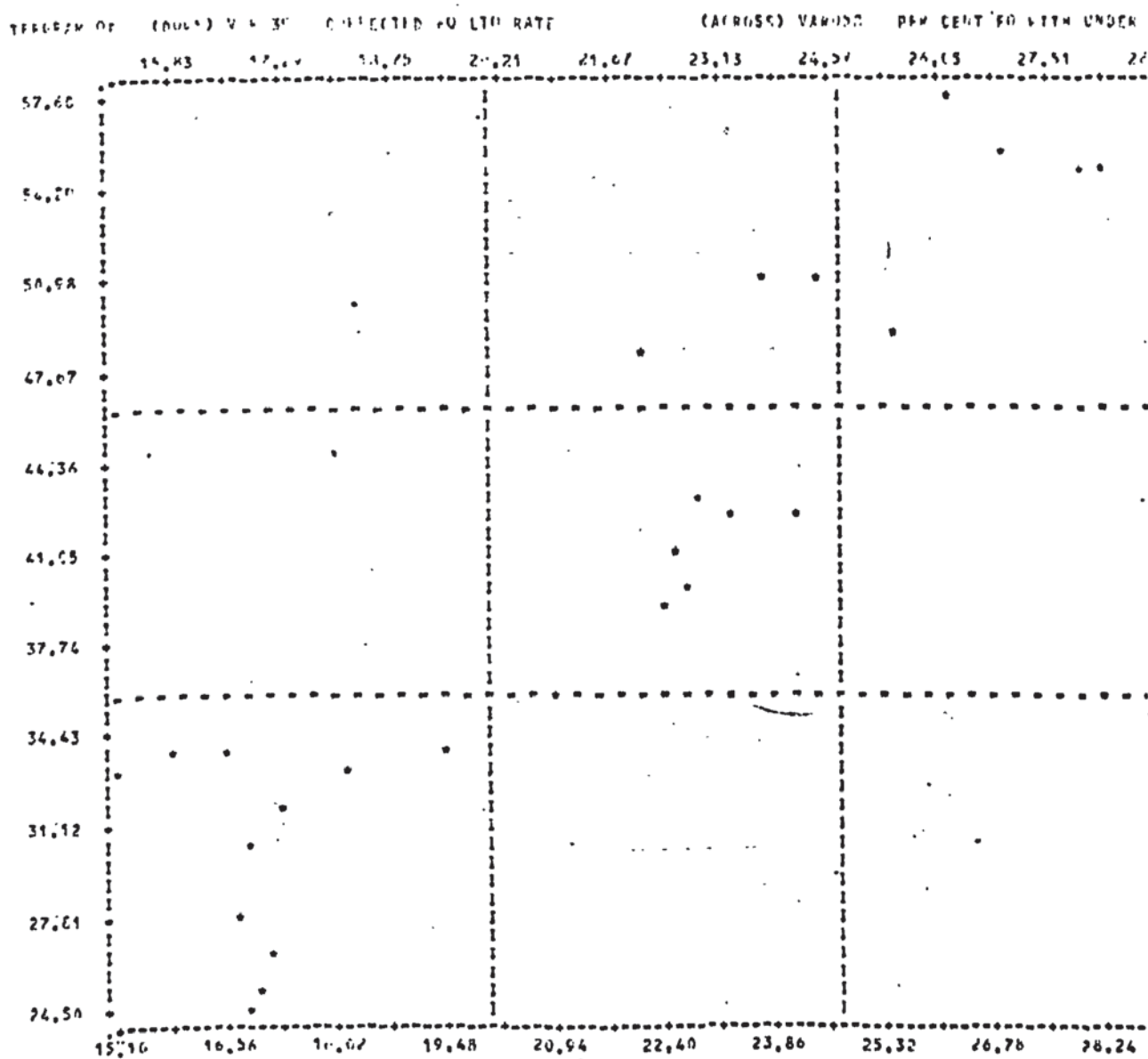


TABLE G3

SCATTERGRAM:

Corrected female operative turnover rate versus female operative relative local earnings

FACTORY:

Leicester - Polymer Engineering

DATES:

1967-1974

See P.61 for Pearson Correlation Coefficient

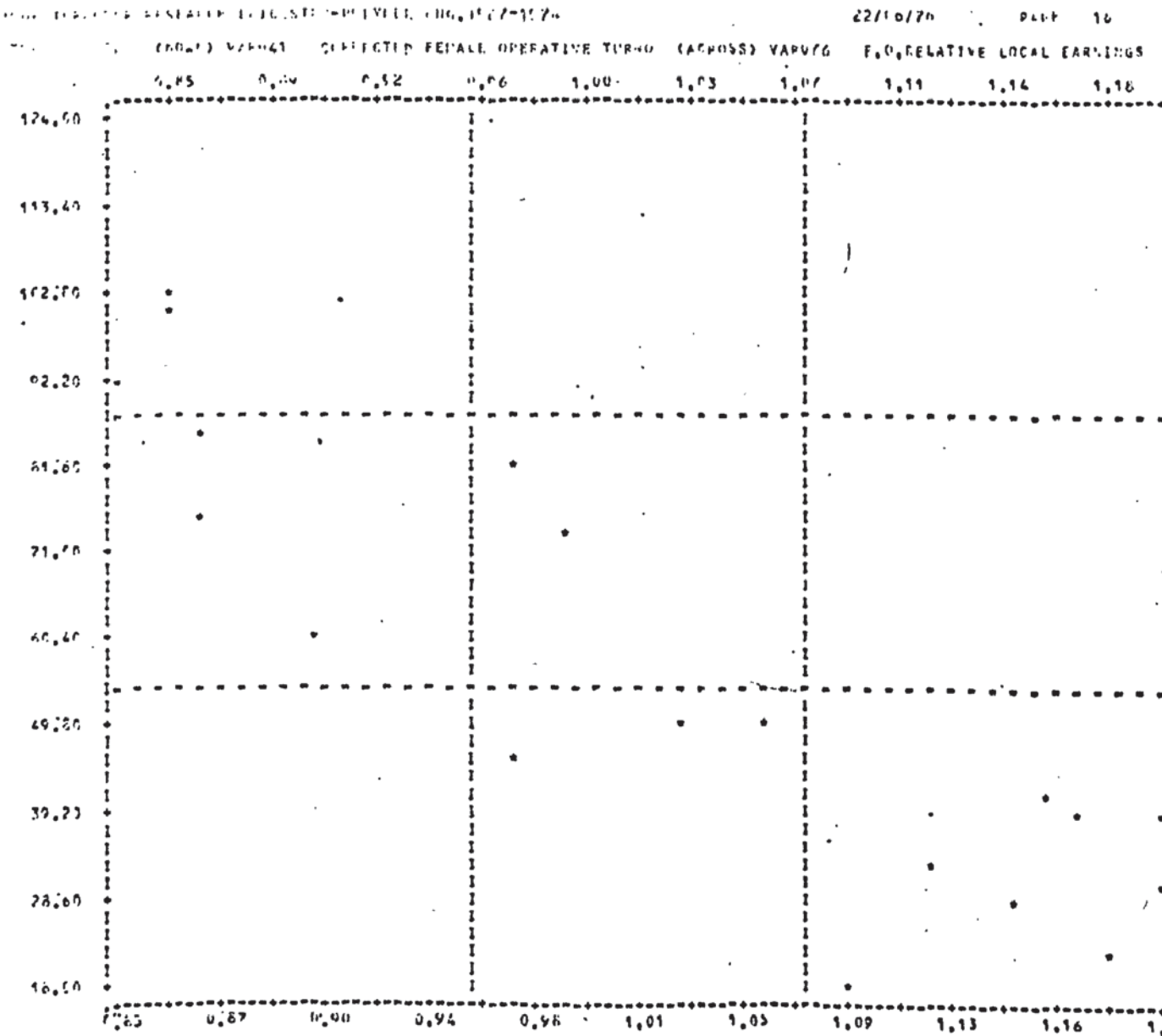


TABLE G4

SCATTERGRAM:

Corrected male staff turnover rate versus per cent male regional unemployment

FACTORY:

Leicester - Polymer Engineering

DATES:

1967-1974

See P.56 for Pearson Correlation Coefficient

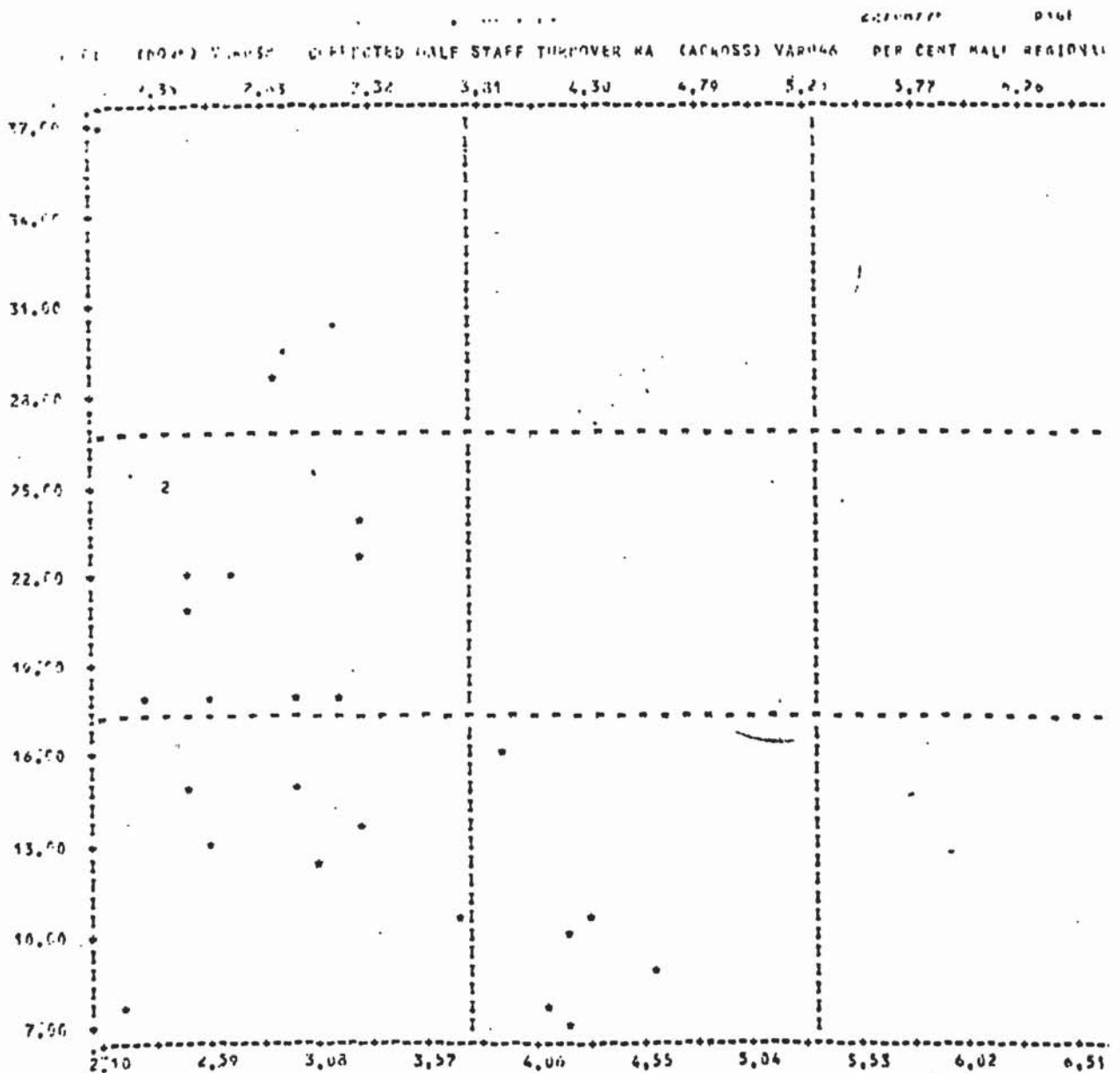


TABLE G5

SCATTERGRAM:

All employee corrected turnover rate versus per cent employees with under 1 year's service

FACTORY:

Walton (Liverpool) - Footwear

DATES:

1967-1974

See P.57 for Pearson Correlation Coefficient

TURNOVER RESEARCH WALTON-DUNLOP FOOTWEAR

09/06/76

PAGE 22

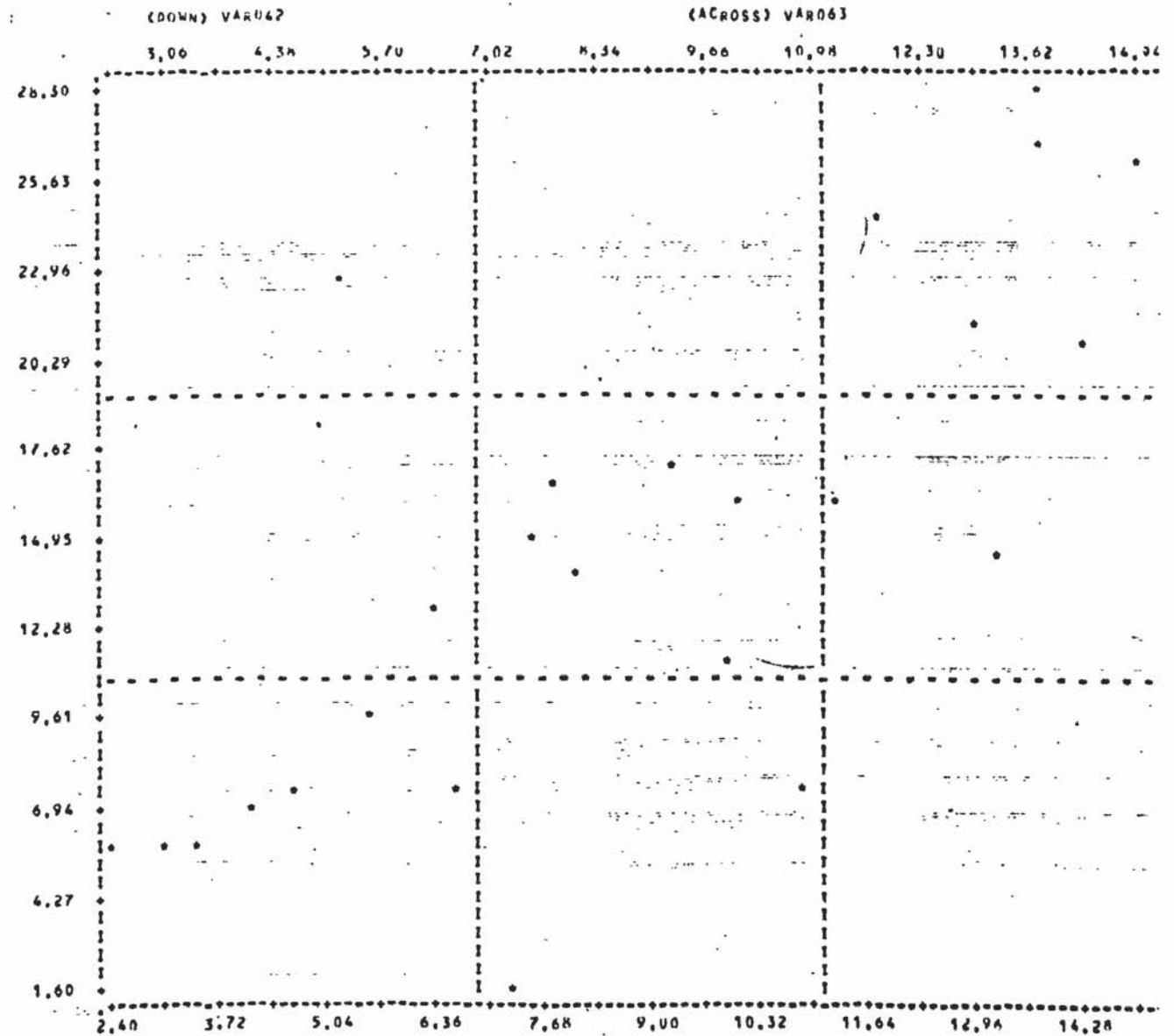


TABLE G6

SCATTERGRAM:

Corrected male operative turnover rate versus per cent male local unemployment

FACTORY

Walton (Liverpool) - Footwear

DATES:

1967-1974

See P.56 for Pearson Correlation Coefficient

TURNOVER RESEARCH WALTON-DUNEDP FOOTWEAR

09/06/74

PAGE 3.

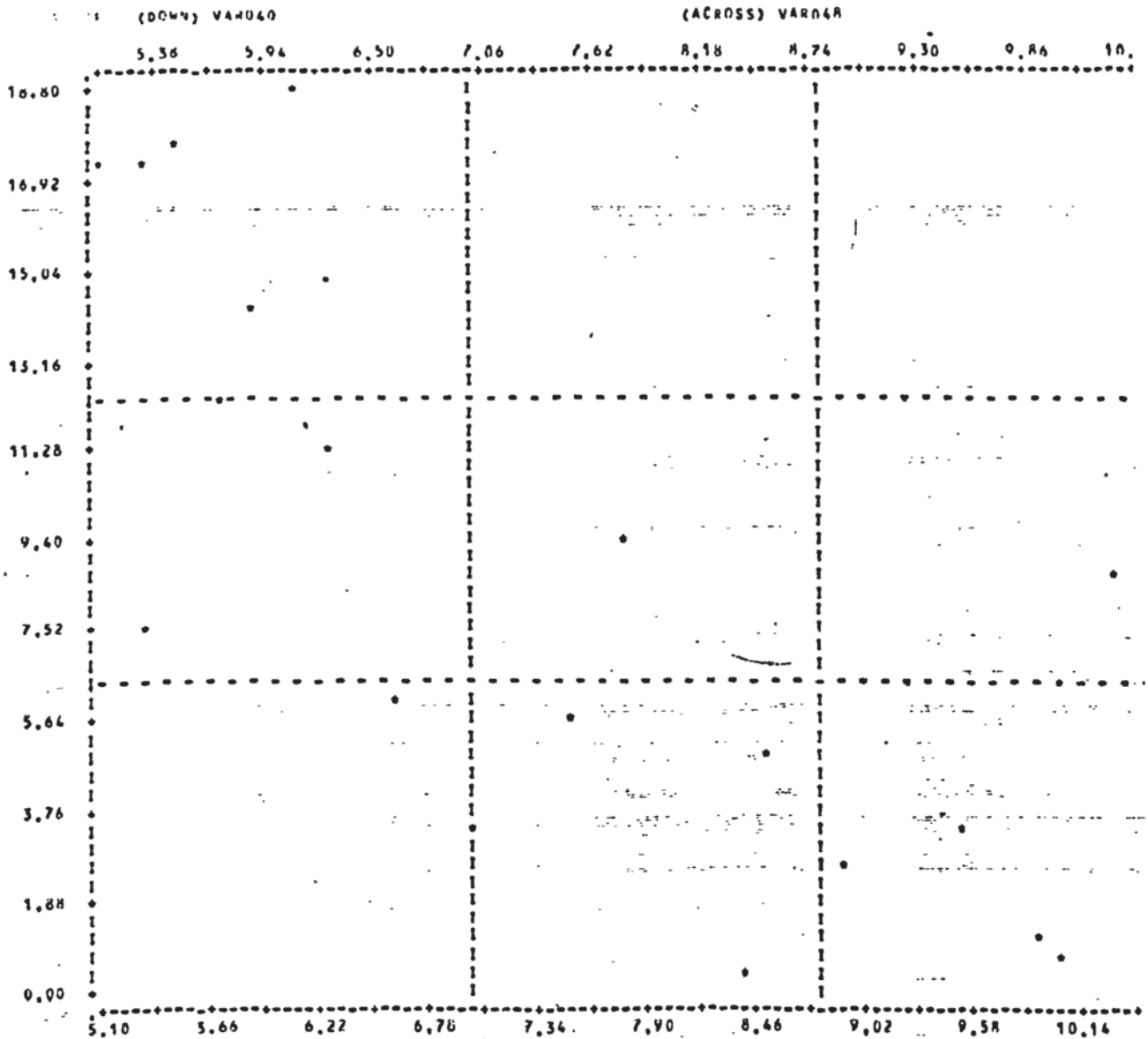


TABLE G7

SCATTERGRAM:

Corrected female staff (FS)
turnover rate versus per cent
female staff over 30 years old

FACTORY:

Coventry - Engineering Group

DATES:

1967-1974

See P.60 for Pearson Correlation Coefficient

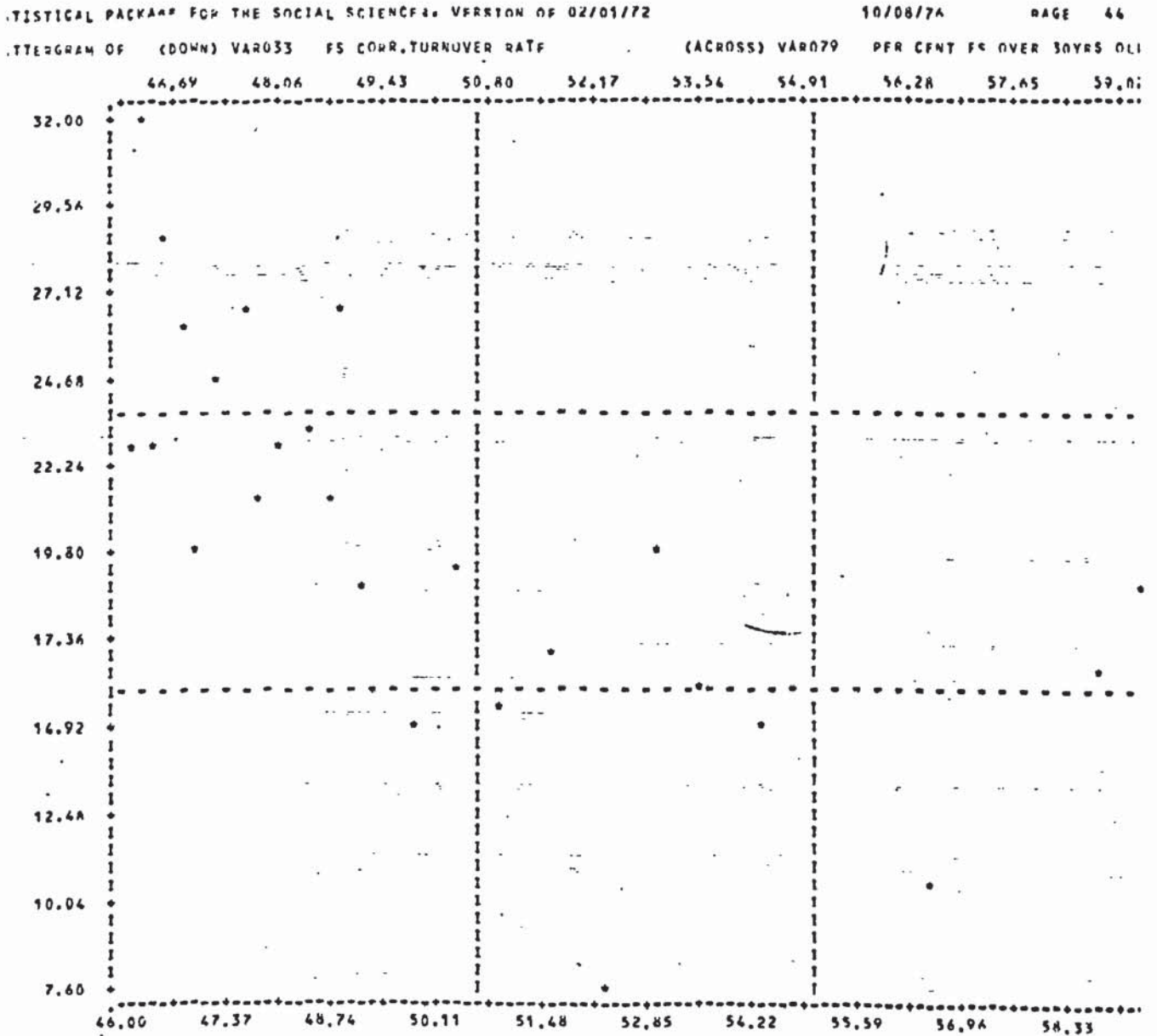


TABLE G8

SCATTERGRAM:

Corrected male operative (MO)
turnover rate versus male
operative absence rate

FACTORY:

Coventry - Engineering Group

DATES:

1967-1974

See P.67 for Pearson correlation Coefficient

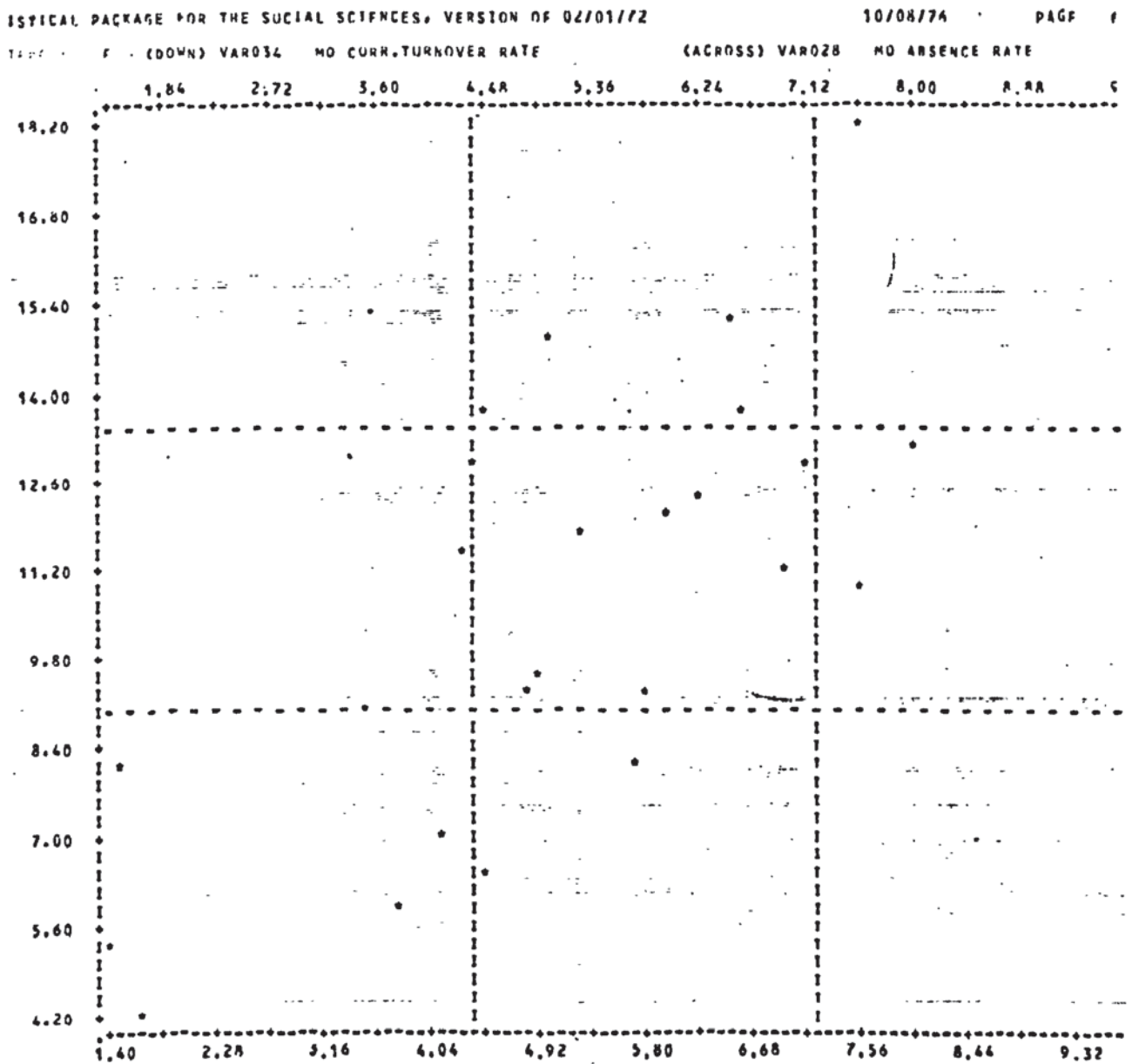


TABLE G9

SCATTERGRAM:

Male operative (MO) corrected turnover rate versus per cent male operatives with under 1 year's service

FACTORY:

Coventry - Engineering Group

DATES:

1967-1974

See P.57 for Pearson Correlation Coefficients

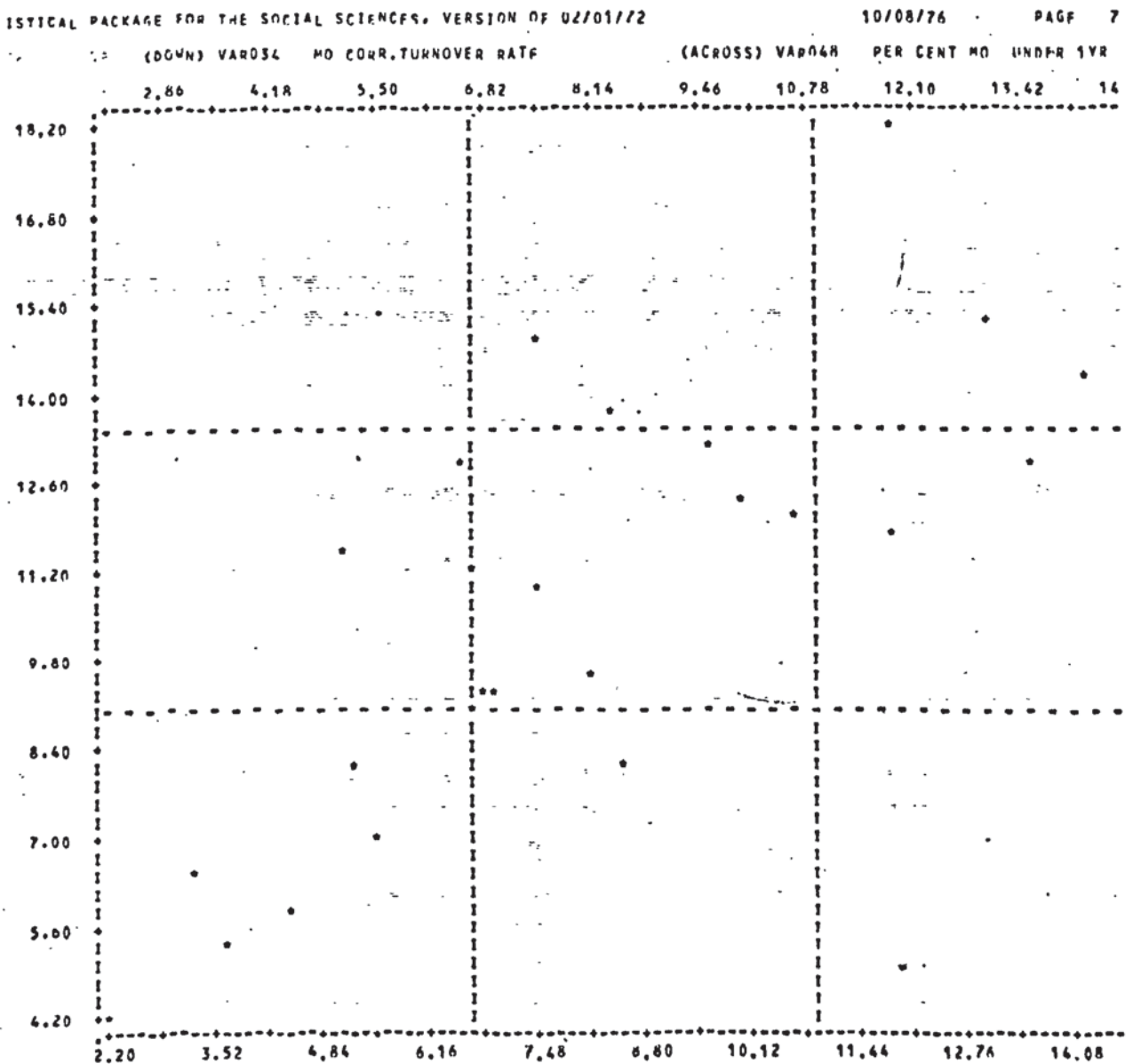


TABLE G10

SCATTERGRAM:

Male Staff (MS) corrected turnover rate versus per cent male regional unemployment

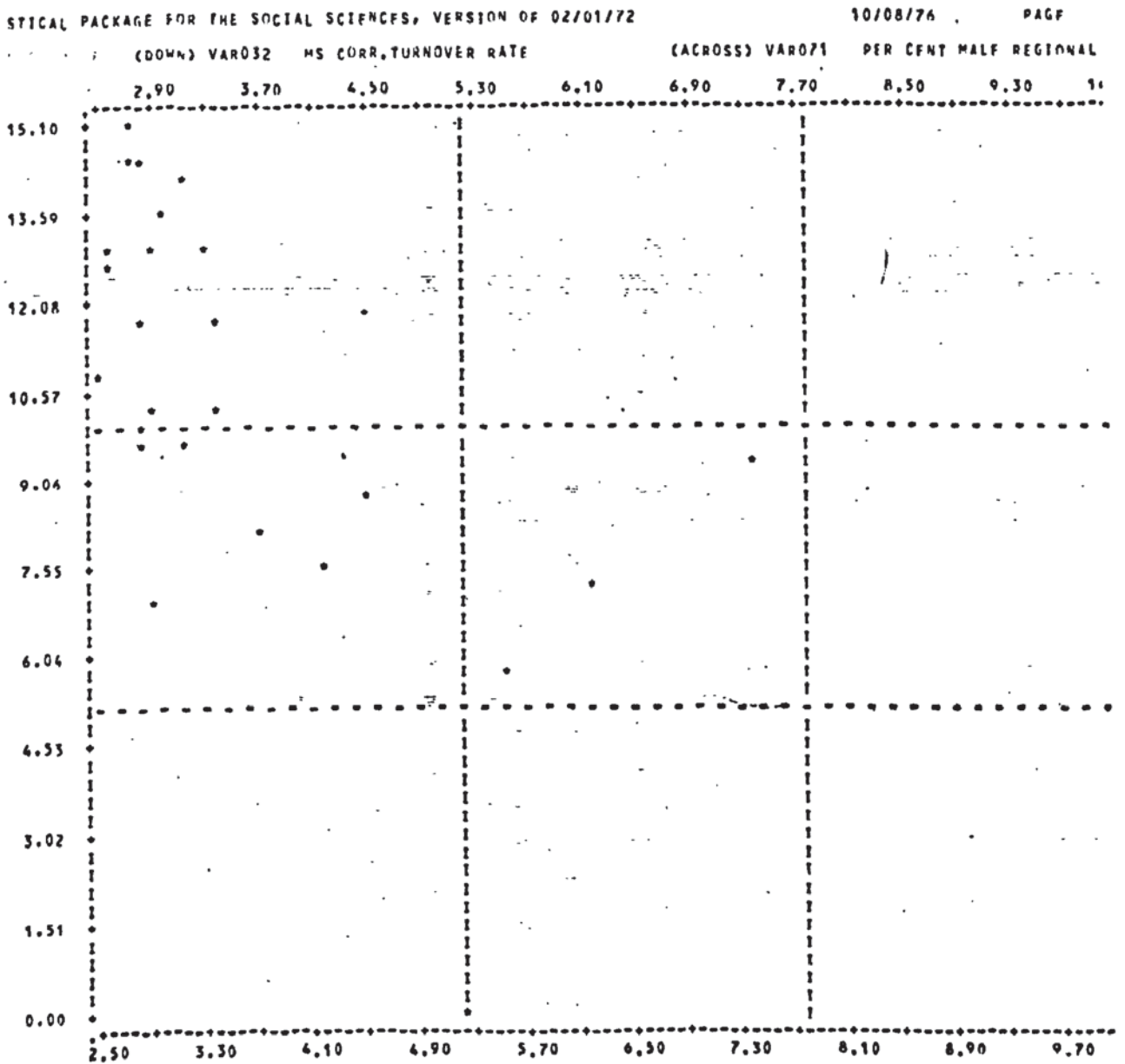
FACTORY:

Coventry - Engineering Group

DATES:

1967-1974

See P.56 for Pearson Correlation Coefficient



APPENDIX D

Results of Multiple Regression

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APPENDIX D

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Results of Lagged Analysis at Coventry

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Withdrawal at Inchinnan

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M10a

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TYPE OF ANALYSIS: TIME SERIES

DEPENDENT VARIABLES: MALE OPERATIVE CORRECTED TURNOVER RATE

TABLE: M1a

LOCATIONS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOYMENT	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	ABSENCE RATE	C	R	R ²	S.E	
COVENTRY		0.51	0.06	0.51	52.1	0.76	-74.4	0.91	84.0	3.4	
LEICESTER	-9.88	0.42	0.46	0.39	-2.53	6.03	21.5	0.92	84.0	11.7	
HORBURY	-4.28	0.89	-0.18	0.26		0.61	21.8	0.69	47.0	4.8	
WALTON	-5.25	0.44	1.87		-28.5		-74.1	0.98	97.0	1.6	
INCHINNAN	-3.03	1.33		2.95	-91.1	1.81	29.3	0.66	44.0	7.1	
ALL DUNLOP U.K. FACTORIES	-0.11	1.89	0.82	-2.38	44.6	1.64	-47.2	0.95	90.0	5.1	

TYPE OF ANALYSIS: TIME SERIES

DEPENDENT VARIABLES: FEMALE OPERATIVE CORRECTED TURNOVER RATE

TABLE: M1b

LOCATIONS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)								REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOYMENT	% UNDER 1 YR. SERVICE	% OVER 30 YEARS OLD	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	ABSENCE RATE	C	R	R ² (%)	S.E		
COVENTRY	-2.50	0.86			-91.42	-0.73	121.7	0.89	80.0	8.2		
LEICESTER	60.16				-283.2	-7.91	368.3	0.99	97.0	5.0		
HORBURY				-3.57	354.2	7.60	-360.1	0.88	78.0	4.9		
WALTON	-13.02	-0.94	-2.44	-0.72		2.72	250.7	0.91	82.0	11.3		
INCHINNAN	27.50	-1.04	-10.05	-20.18	192.2	-2.75	1003.4	0.74	55.0	22.0		
ALL DUNLOP U.K. FACTORIES	-5.53	1.30	-1.61	-0.85		0.67	141.4	0.96	91.0	5.7		

TYPE OF ANALYSIS: TIME-SERIES

DEPENDENT VARIABLES: MALE STAFF CORRECTED TURNOVER RATE

TABLE: M1c

LOCATIONS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	REGIONAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE REGIONAL EARNINGS	C	R	R ² (%)	S.E		
COVENTRY	-0.39	0.53		-3.41		113.2	0.89	79.0	2.2		
LEICESTER	-3.43	-0.12	-0.36			49.3	0.64	41.0	6.0		
HORBURY	-0.35	0.60	0.67			-36.0	0.25	6.0	8.8		
WALTON	2.96			-2.96	-167.1	238.3	0.96	93.0	1.7		
INCHINNAN	-1.11			-5.21	125.2	49.0	0.61	37.0	5.7		
ALL DUNLOP U.K. FACTORIES		-0.38	-0.26		-57.62	102.4	0.71	50.0	2.9		

TYPE OF ANALYSIS: TIME-SERIES
 DEPENDENT VARIABLES: FEMALE STAFF CORRECTED TURNOVER RATE

TABLE: M1d

LOCATIONS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS				
	REGIONAL UNEMPLOY'T	% UNDER 1 YRS.SERVICE	% OVER 30 YEARS OLD	AVERAGE £ PER WEEK	RELATIVE REGIONAL EARNINGS	C	R	R ² (%)	S.E			
COVENTRY	-6.31	0.78			-101.3	127.0	0.82	67.0	4.2			
LEICESTER	-10.48	0.08	-0.72			83.6	0.56	31.0	9.9			
HORBURY	11.26	0.84	-3.22			112.9	0.59	35.0	11.8			
WALTON	-7.76	1.94	-1.38	-6.63	137.6	61.1	0.63	40.0	8.1			
INCHINNAN	-7.04	0.54			32.65	-1.0	0.56	31.0	9.5			
ALL DUNLOP U.K. FACTORIES	-36.75	-3.67	-0.49	-8.62	314.6	27.7	0.89	80.0	2.8			

TYPE OF ANALYSIS: TIME SERIES

DEPENDENT VARIABLES: ALL EMPLOYEE CORRECTED TURNOVER RATE

TABLE M1e

LOCATIONS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)						REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOYMENT	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS		C	R	R ² (%)	S.E
COVENTRY	0.09	1.02	0.21	-0.23			-4.5	0.81	65.0	2.7
LEICESTER	-3.26	2.07	0.35				-12.3	0.91	83.0	7.9
HORBURY	0.49		-0.54				54.3	0.18	3.0	5.5
WALTON	-3.50	0.07	-0.27				52.7	0.84	71.0	4.4
INCHINNAN	-0.15		1.25	-1.43			54.2	0.66	44.0	3.8
ALL DUNLOP U.K. FACTORIES	-2.24	1.43	0.35	-0.17			-3.8	0.93	86.0	1.8

TABLE T 1.

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STATISTICAL PACKAGE FOR THE SOCIAL SCIENCES, VERSION OF 02/01/72

FILE WALTUN (CREATION DATE = 01/04/76)

***** MULTIPLE REGRESSION *****

DEPENDENT VARIABLE: VAR041 CORRECTED FEMALE OPERATIVE TURNOVER RATE

SUMMARY TABLE

VARIABLE	MULTIPLE R	R SQUARE	RSD CHANGE	SIMPLE R	B	RETA
VAR049 PER CENT FEMALE LOCAL UNEMPLOYMENT	0.82271	0.67686	0.67686	-0.62271	-13.01586	-0.75025
VAR029 FEMALE OPERATIVE AVERAGE RATE	0.86292	0.74502	0.06817	0.60706	7.72307	0.27447
VAR077 F.O.AV.EARNINGS (OPR.HY P.P.1	0.80647	0.78385	0.04320	-0.72704	-0.72150	-0.06896
VAR090 PER CENT FO OVER 35YRS OLD	0.89927	0.80608	0.02285	-0.61343	-2.65619	-0.63443
VAR050 PER CENT FO WITNESS THAN 1YR SERVICE	0.90626	0.82151	0.01264	0.62914	-6.94425	-0.59544
(CONSTANT)					250.73385	

TYPE OF ANALYSIS: TIME SERIES

DEPENDENT VARIABLES: FEMALE OPERATIVE ABSENCE RATE

TABLE: M2a

LOCATIONS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YRS.SERVICE	% OVER 30 YRS.SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	CORRECTED TURNOVER RATE		C	R	R ² (%)	S.E
COVENTRY	-2.40	0.16		0.10		-0.05		8.6	0.87	75.0	2.3
LEICESTER	6.80				-31.7	-0.11		41.7	0.94	88.0	0.6
HORBURY				0.44	-43.33	0.10		45.5	0.94	88.0	0.6
WALTON	-1.17	-0.09		0.68	-13.17	0.07		18.2	0.70	49.0	1.6
INCHINNAN	4.21	-0.22	-1.96	-3.35	33.08	-0.07		196.1	0.77	60.0	3.6
ALL DUNLOP U.K. FACTORIES	7.45	0.93		2.66	-86.33	0.02		41.5	0.91	83.0	0.9

TYPE OF ANALYSIS: TIME SERIES
 DEPENDENT VARIABLES: MALE OPERATIVE ABSENCE RATE

TABLE:M2b

LOCATIONS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR.SERVICE	% OVER 5 YRS.SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	CORRECTED TURNOVER RATE	C	R	R ²	S.E	
COVENTRY	-0.12	0.07		-0.41	-17.5	0.32	33.4	0.89	79.0	2.3	
LEICESTER	0.76	0.09		-0.02	0.26	0.03	-1.4	0.67	45.0	0.9	
HORBURY	-0.61	-0.22	-0.14		13.24	0.06	3.8	0.49	24.0	0.9	
WALTON	-0.51	0.02			-7.65	-0.09	18.4	0.77	59.0	1.1	
INCHINNAN	1.26	-0.46	0.17	-2.24	49.81	0.08	-6.2	0.86	74.0	2.0	
ALL DUNLOP U.K. FACTORIES	0.75	0.18	0.11	-0.26		0.18	-2.94	0.80	64.0	1.2	

TABLE T 2.

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STATISTICAL PACKAGE FOR THE SOCIAL SCIENCES, VERSION OF 02/01/72

FILE FNGGPCOV (CREATION DATE = 01/04/76)

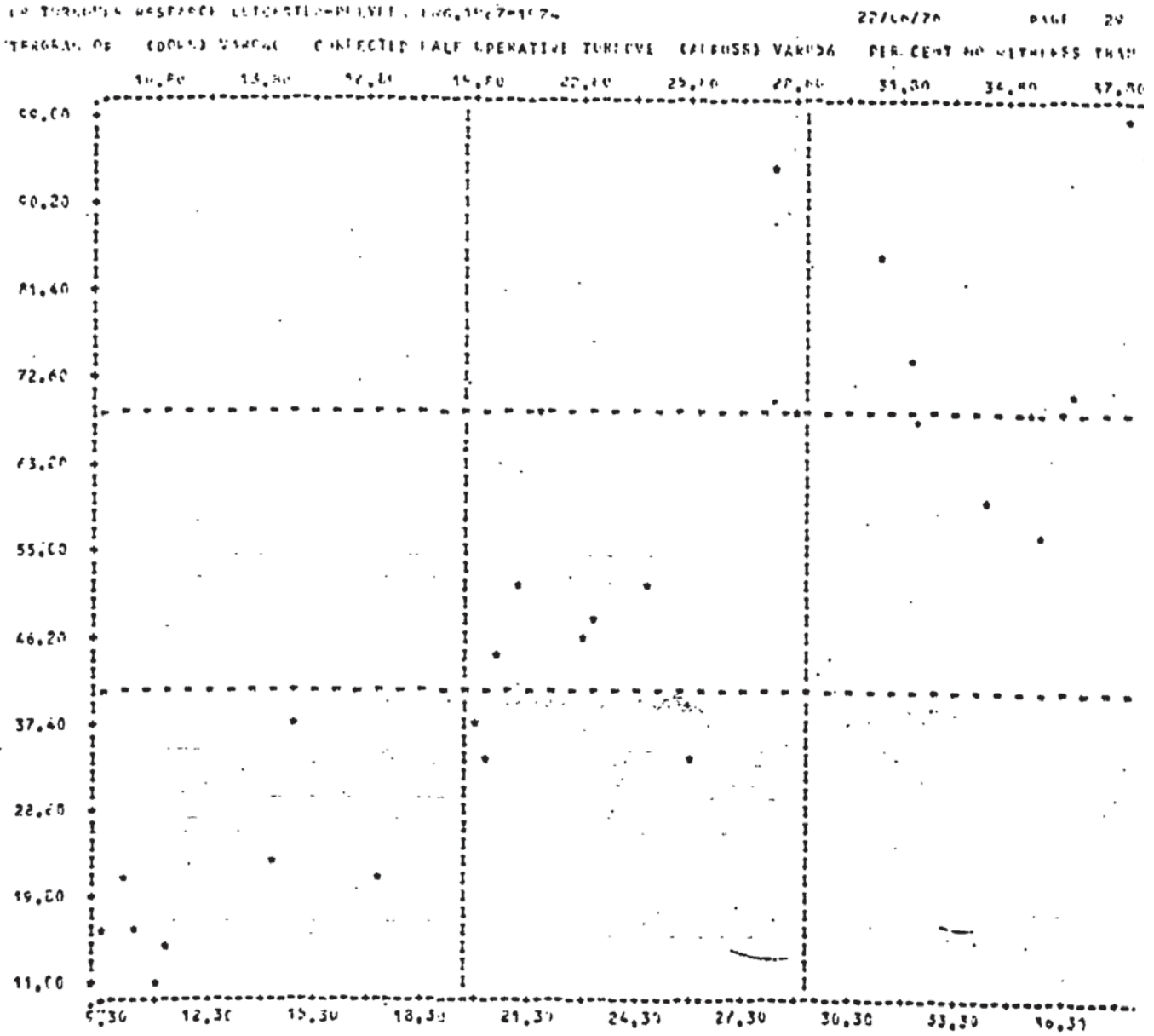
DEPENDENT VARIABLE: VARG2K MULTIPLE REGRESSION.

DEPENDENT VARIABLE: VARG2K MULTIPLE REGRESSION.

SUMMARY TABLE

VARIABLE	MULTIPLE R	R SQUARE	RSG CHANGE	SIMPLE R	B	BETA
VAR048 PER CENT NO UNEMP 1YR SERV	0.74225	0.55094	0.55094	0.74225	0.07055	0.12059
VAR064 MC AV. EARNINGS CORR. BY P.P.I	0.81859	0.67009	0.11916	-0.56854	-0.40775	-0.55184
VAR034 MC CORR. TURNOVER RATE	0.85961	0.73294	0.06845	0.76254	1.31295	0.24723
VAR065 MC RELATIVE LOCAL EARNINGS	0.87679	0.76076	0.02942	0.32213	-17.46502	-0.24758
VAR040 PER CENT MALE LOCAL UNEMPLOYMENT	0.86602	0.78645	0.01769	-0.66105	-1.92524	-0.17454
(CONSTANT)					33.37504	

TABLE G 11.



TYPE OF ANALYSIS: CROSS-SECTIONAL

DEPENDENT VARIABLES: MALE OPERATIVE CORRECTED TURNOVER RATE

TABLE M3a

ANALYSIS PERIOD	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	ABSENCE RATE		C	R	R ² (%)	S.E
JANUARY TO JUNE 1973	-1.31	0.50	-0.18	-0.13	-74.8	1.23		111.3	0.91	83.0	11.9
JULY TO DECEMBER 1973	1.18	0.24	0.51	0.12		3.12		42.4	0.90	82.0	11.3
JANUARY TO JUNE 1974	-1.67		0.53	-3.05	112.9	0.85		84.00	0.90	80.0	9.8

TYPE OF ANALYSIS: CROSS-SECTIONAL

DEPENDENT VARIABLES: MALE OPERATIVE ABSENCE RATE

TABLE M3b

ANALYSIS PERIOD	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)								REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	CORRECTED TURNOVER RATE	C	R	R ² (%)	S.E		
JANUARY TO JUNE 1973	0.22	0.02	-0.01	-0.13	7.70	0.02	2.01	0.54	30.0	1.7		
JULY TO DECEMBER 1973	0.19	0.11	0.09	0.05		0.08	0.87	0.81	65.0	1.8		
JANUARY TO JUNE 1974	-0.03	0.22	0.08	-0.11	12.66	0.03	-10.79	0.61	38.0	2.1		

TYPE OF ANALYSIS: CROSS SECTIONAL
 DEPENDENT VARIABLES: FEMALE OPERATIVE CORRECTED TURNOVER RATE

TABLE M3C

ANALYSIS PERIOD	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 30 YEARS OLD	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	ABSENCE RATE		C	R	R ²	S.E
JANUARY TO JUNE 1973	-11.3	0:10	-0.01	-3.88	82.41	1.53		28.8	0.60	37.0	20.5
JULY TO DECEMBER 1973	-6.33	0.31	-0.63	-3.40		-2.28		183.5	0.81	66.0	14.5
JANUARY TO JUNE 1974	-24.64	1.37	0.94	-3.07	143.96	3.58		-143.3	0.86	73.0	14.8

TYPE OF ANALYSIS: CROSS SECTIONAL
 DEPENDENT VARIABLES: FEMALE OPERATIVE ABSENCE RATE

TABLE M3d

ANALYSIS PERIOD	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 30 YEARS OLD	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	CORRECTED TURNOVER RATE	C	R	R ² (%)	S.E	
JANUARY TO JUNE 1973	1.30	-0.003	-0.04	0.04	-6.77	0.02	14.89	0.59	35.0	2.2	
JULY TO DECEMBER 1973	1.08	0.05	-0.13	-0.28		-0.05	24.6	0.72	52.0	2.2	
JANUARY TO JUNE 1974	4.01	-0.09	-0.21	1.06	-38.50	0.07	33.28	0.77	60.0	2.1	

TYPE OF ANALYSIS: CROSS SECTIONAL
 DEPENDENT VARIABLES: MALE STAFF CONTROLLABLE TURNOVER RATE

TABLE: M4a

ANALYSIS PERIOD	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)						REGRESSION EQUATION STATISTICS			
	REGIONAL UNEMPLOY'T	% UNDER 1 YR.SERVICE	% OVER 5 YRS.SERVICE	AVERAGE £ PER WEEK	RELATIVE REGIONAL EARNINGS		C	R	R ² (%)	S.E
JANUARY TO JUNE 1974	-0.62	0.61	-0.01	0.38	-15.53		3.40	0.78	62.0	3.5
JULY TO DECEMBER 1974	0.30	0.66	-0.23	0.17			13.12	0.74	54.0	4.2

TYPE OF ANALYSIS: CROSS SECTIONAL

DEPENDENT VARIABLES: FEMALE STAFF CONTROLLABLE TURNOVER RATE

TABLE: M4b

ANALYSIS PERIOD	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	REGIONAL UNEMPLOY'T	% UNDER 1 YR.SERVICE	% OVER 5 YRS.SERVICE	AVERAGE £ PER WEEK	RELATIVE REGIONAL EARNINGS	C	R	R ²	S.E		
JANUARY TO JUNE 1974	2.18	0.84	-0.04	1.43	-18.60	-18.53	0.82	68.0	8.0		
JULY TO DECEMBER		0.31		0.01		2.77	0.27	8.0	8.0		

TYPE OF ANALYSIS: TIME SERIES : EFFECTS OF TIME LAGS AT COVENTRY
 DEPENDENT VARIABLES: MALE OPERATIVE CORRECTED TURNOVER RATE

TABLE M5a

TIME LAG	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR.SERVICE	% OVER 5 YRS.SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS.	ABSENCE RATE		C	R	R ²	S.E
0		0.51	0.06	0.51	52.1	0.76		-74.4	0.91	84.0	3.4
3 MONTHS	-0.09	0.59	0.09	-0.18	51.95	0.07		-52.4	0.87	75.0	2.3
6 MONTHS	0.03	0.56	0.65	-1.00	30.50	0.90		-44.3	0.87	76.0	2.4
9 MONTHS	-0.10	0.67	1.12	-1.85	39.84	0.54		-60.16	0.88	77.0	2.4

TYPE OF ANALYSIS: TIME SERIES ~ EFFECTS OF TIME LAGS
 DEPENDENT VARIABLES: MALE OPERATIVE ABSENCE RATE

TABLE: M5b

TIME LAGS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	CORRECTED TURNOVER RATE		C	R	R ²	S.E
0	-0.12	0.07		-0.41	-17.5	0.32		33.4	0.89	79.0	2.3
3 MONTHS	-0.16	0.31	0.04	-0.38		0.02		12.01	0.85	73.0	1.4
6 MONTHS	-0.12	0.08	-0.17		-8.20	0.28		22.06	0.89	80.0	1.2
9 MONTHS	-0.06	0.12	-0.33	0.15	-6.98	0.21		26.2	0.87	75.0	1.5

TYPE OF ANALYSIS: TIME-SERIES - EFFECTS OF TIME LAGS AT COVENTRY
 DEPENDENT VARIABLES: FEMALE OPERATIVE CORRECTED TURNOVER RATE

TABLE: M6a

TIME LAG	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 30 YRS. OLD	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	ABSENCE RATE		C	R	R ²	S.E
0	-2.50	0.86		-91.42	-0.73			121.7	0.89	80.0	8.2
3 MONTHS	1.11	-0.66	-2.03	-2.61	-17.63	1.47		226.2	0.85	73.0	7.4
6 MONTHS	5.96	1.40	-5.90	2.71	-65.07	-0.92		450.0	0.87	76.0	7.2
9 MONTHS	11.70	1.56	-5.73	3.12	-50.8	0.19		395.3	0.88	77.0	7.2

TYPE OF ANALYSIS: TIME-SERIES - EFFECTS OF TIME LAGS
 DEPENDENT VARIABLES: FEMALE OPERATIVE ABSENCE RATE

TABLE M6b

TIME LAGS	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 30 YEARS OLD	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	CORRECTED TURNOVER RATE		C	R	R ²	S.E
0	-2.40	0.16		0.10		-0.05		8.6	0.87	75.0	2.3
3 MONTHS	-1.86	0.24	-0.74	0.90	-2.76	0.04		47.30	0.94	88.0	1.27
6 MONTHS	-1.90	0.23	-0.98	0.74	-5.09	-0.03		71.8	0.94	88.0	1.30
9 MONTHS	-1.79	0.29	-1.00	1.29	-1.69	0.01		58.8	0.94	88.0	1.4

TYPE OF ANALYSIS: TIME SERIES - EFFECTS OF TIME LAGS
 DEPENDENT VARIABLES: MALE STAFF CORRECTED TURNOVER RATE

TABLE M7

TIME LAG	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)						REGRESSION EQUATION STATISTICS			
	REGIONAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE REGIONAL EARNINGS		C	R	R ²	S.E
0	-0.39	0.53		-3.41			113.2	0.89	79.0	2.2
3 MONTHS	-0.91		-0.22	-2.66			111.3	0.81	65.0	3.6
6 MONTHS	-0.45		-0.65	3.56			-53.3	0.92	84.0	3.0
9 MONTHS		0.62	-0.36				30.6	0.78	61.0	4.2

TYPE OF ANALYSIS: TIME-SERIES - EFFECTS OF TIME LAGS
 DEPENDENT VARIABLES: ALL EMPLOYEE CORRECTED TURNOVER RATE

TABLE: M9

TIME LAG	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS			
	LOCAL UNEMPLOY'T	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	C	R	R ²	S.E		
0	0.09	1.02	0.21	-0.23		-4.5	0.81	65.0	2.7		
3 MONTHS	-0.24		-0.45	-0.13		43.62	0.82	67.0	2.7		
6 MONTHS	-0.45	-0.67	-0.73	-0.18		67.6	0.80	64.0	3.0		
9 MONTHS	-0.45	-0.55	-0.84	-0.71		73.4	0.83	69.0	2.8		

TYPE OF ANALYSIS: TIME SERIES

DEPENDENT VARIABLES: ALL FORMS OF WITHDRAWAL OF MALE OPERATIVES AT INCHINNAM;
 BASED ON DATE FOR THE PERIOD 1969-1974

TABLE: M10

DEPENDENT VARIABLE	INDEPENDENT VARIABLES - REGRESSION COEFFICIENTS (B's)							REGRESSION EQUATION STATISTICS				
	LOCAL UNEMPLOYT	% UNDER 1 YR. SERVICE	% OVER 5 YRS. SERVICE	AVERAGE £ PER WEEK	RELATIVE LOCAL EARNINGS	CORRECTED TURNOVER	ABSENCE RATE	HOURS BY I.A.	C	R	R ²	S.E
CORRECTED TURNOVER RATE	-1.64	1.10	0.83		64.00			0.13	1.2	0.85	73.0	3.4
ABSENCE RATE	0.94	0.51	0.35	-2.17	-34.44			0.001	6.7	0.68	46.0	1.4
MAN-HOURS LOST BY INDUSTRIAL DISP.	-15.74	-7.77	-5.04	32.54	-427.69	4.3			68.3	0.80	65.0	19.6

TABLE M10a

Matrix of correlation co-efficients - Inchinnan

	Y ₁	X ₁	X ₃	X ₅	X ₉	X ₁₀	Y ₂₀	Y ₂₁
Y ₁	1.0000	-0.5788	0.3732	0.2873	0.0626	0.2758	0.3147	0.7170
X ₁		1.0000	-0.7341	-0.4711	-0.2714	-0.6639	-0.5643	-0.2951
X ₃			1.0000	0.0669	0.1687	0.6440	0.5460	0.0664
X ₅				1.0000	0.7686	0.4383	0.2131	0.2844
X ₉					1.0000	0.7299	0.1604	0.1645
X ₁₀						1.0000	0.4764	0.1490
Y ₂₀							1.0000	0.0913
Y ₂₁								1.0000

Y₁ = Corrected turn-over rate

Y₂₀ = absence rate

Y₂₁ = hours lost by I.A.

X₁ = % male local unemployment

X₃ = % with less than 1 year's service

X₅ = % with over 5 year's service

X₉ = average weekly earnings

X₁₀ = relative local earnings

APPENDIX E

Results of Exit Interviewing

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TABLE: X1a

Personal and job characteristics of leavers

Employee Type: Male Operatives

LEAVER'S CODE NAME	LOCATION	SKILL LEVEL CODES*	MARITAL STATUS	AGE (YRS)	SERVICE (YRS)	AVERAGE E PER WEEK	NO. JOB IN LAST 10 YRS.
A1	Coventry	3	M	42.3	19.7	66.10	1
A2	"	3	M	43.3	1.8	51.43	3
A3	"	3	M	24.6	0.6	54.85	2
A4	"	2	M	26.8	5.6	43.43	2
A5	"	2	M	31.0	6.1	53.54	4
A6	"	2	M	27.5	0.7	29.91	8
A7	"	2	M	24.0	0.8	43.00	3
A8	"	2	S	20.1	1.0	27.52	2
A9	"	2	M	42.3	1.6	54.25	2
A10	"	2	M	33.4	6.1	44.88	3
A11	"	2	S	42.8	6.4	58.14	4
A12	"	1	M	45.1	1.5	32.51	4
A13	Horbury	2	M	32.6	2.8	46.00	2
A14	"	2	M	44.0	4.5	50.00	3
A15	Dudley	2	M	23.5	2.5	37.00	4
A16	"	2	S	49.7	0.3	48.00	4
MEAN VALUES				34.6	3.9	46.3	3.2

* Key to skill-level codes

- 3 = skilled
- 2 = semi-skilled
- 1 = unskilled

TABLE: X1b

Personal and job characteristics of leavers

Employee Type: Female operatives

LEAVER'S CODE NAME	LOCATION	SKILL LEVEL	MARITAL STATUS	AGE (YRS)	SERVICE (YRS)	AVERAGE £. p.w.	NO. JOB IN LAST 10 YRS.
C1	Coventry	2	S	18.1	2.6	29.80	1
C2	"	2	M	52.1	0.9	26.52	5
C3	Barnsley	2	M	20.0	4.5	32.60	1
	MEAN VALUES			29.4	2.7	29.6	2.3

TABLE: X1c

Personal and job characteristics of leavers

Employee type: Male Staff (C)

LEAVER'S CODE NAME	LOCATION	QUALIF- ICATION	MARITAL STATUS	AGE (YRS)	SERVICE (YRS)	AVERAGE E. P.W.	NO. JOB IN LAST 10 YRS.
B1	Coventry	B.Sc.	M	28.0	2.0	75.00	2
B2	"	-	M	34.8	7.9	60.58	2
B3	"	B.Sc.	M	26.0	10.0	61.54	1
B4	"	Apprent- iceship	S	21.0	5.0	50.96	1
B5	"	H.N.C.	M	37.0	7.2	71.15	2
B6	"	H.N.D.	M	22.8	1.5	49.79	1
B7	"	B.Sc.	S	24.2	1.8	52.60	1
B8	"	Apprent- iceship	S	23.3	6.8	45.60	1
B9	"	B.Sc.	M	34.0	6.5	69.04	2
B10	"	B.Sc.	S	24.0	5.7	57.12	1
B11	"	-	M	49.0	6.1	35.69	2
B12	"	B.Sc.	M	25.0	6.8	60.31	1
B13	"	B.Sc.	S	27.0	7.3	61.35	3
B14	"	H.N.C.	M	48.1	6.8	67.31	3
B15	"	H.N.C.	M	31.0	16.2	69.04	1
B16	"	B.A.	M	25.6	9.3	57.21	1
B17	"	H.N.C.	M	29.0	1.3	64.47	3
B18	"	O.N.C.	S	23.8	7.1	53.56	1
B19	"	A.C.A.	S	27.1	2.8	73.08	3
B20	"	I.C.W.A.	M	33.5	0.4	67.31	2
B21	Brynmaur	H.N.D.	S	25.0	0.3	50.00	2
B22	Horbury	-	S	23.0	2.0	40.37	2
B23	"	-	S	19.0	0.3	27.88	2
B24	"	-	M	22.0	6.0	40.37	1
MEAN VALUES				27.1	5.4	56.3	1.7

TABLE: Xld

Personal and job characteristics of leavers

Employee type: Female staff

LEAVER'S CODE NAME	LOCATION	JOB TITLE OR QUALI- FICATIONS	MARITAL STATUS	AGE (YRS)	SERVICE (YRS)	AVERAGE £. p.w.	NO. JOB IN LAST 10 YRS.
D1	Coventry	Office Junior	S	18.1	2.2	24.04	1
D2	"	Telephon- ist	M	20.0	2.2	38.46	5
D3	"	Salary admin.	M	23.5	3.1	N.A.	3
D4	"	Clerk	S	19.9	0.4	N.A.	3
D5	"	B.A.	S	24.8	2.7	N.A.	1
D6	London	Secret- ary	S	20.2	1.3	45.67	2
D7	Horbury	Clerk	S	16.0	0.4	23.08	1
MEAN VALUES				20.4	1.8	32.8	2.3

TABLE: X2a - Findings from Exit Interviews
Employee Type: Male Operatives

CODE NAME	REASON(S) FOR LEAVING		DETAILS OF NEXT JOB			DEPARTMENTAL MANAGER'S APPRAISAL			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOYMENT FORN	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG YES/NO ⁴
A1	1. He was not using all his abilities in his job. 2. Shift system and reliance on overtime working	Improving position	YES	YES	YES	GOOD	GOOD	GOOD	YES
A2	1. Dissatisfaction with wage structure. Semi-skilled could earn more than skilled employees. 2. His wife was unable to settle in Coventry.	Change of Employment	Gov't re-training	YES	NO	GOOD	GOOD	GOOD	YES
A3	1. Unhappy with wage structure 2. No job satisfaction 3. Conflict with supervision	Alternative Employment	YES	YES	YES	EXCELLENT	GOOD	EXCELLENT	YES
A4	1. He felt like part of a machine - noise 2. No prospects or future for him	Own accord	YES	NO	YES	GOOD	GOOD	GOOD	YES
A5	1. Boredom with job 2. Some conflict with supervision	To return former trade	YES	YES	SAME	GOOD	GOOD	FAIR	NO
A6	1. His wages had dropped by £20 p.w. due to overtime being stopped and short-time working introduced	Short-time working	YES	YES	YES	GOOD	GOOD	GOOD	YES

1) A= Ability; 2) C= Conduct; 3) AT & T/K = Attendance and timekeeping
4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2a (contd.)

EMPLOYEE TYPE: Male Operatives

CODE NAME	REASON(S) FOR LEAVING		DETAILS OF NEXT JOB			DEPARTMENTAL MANAGER'S APPRAISAL			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOYMENT FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO
A7	1. Shift working, boredom and monotony of job. 2. Feeling of Insecurity	Short-time working and obtained better job	YES	YES	YES	GOOD	GOOD	GOOD	YES
A8	1. There was no job for him at the end of his apprenticeship 2. He wanted an outside job in farming or services	To work out of engineering	NO	NO	-	FAIR	FAIR	FAIR	NO
A9	1. He was returning to the 'Workers Co-operative at Meriden after persistent approaches from them 2. He was a skilled man doing a semi-skilled stores job	Other Employment	YES	YES	SAME	EXCELL-ENT	EXCELL-ENT	EXCELL-ENT	YES
A10	1. Low pay due to short-time working 2. Insecurity at Dunlop	Short-time working	YES	YES	YES	GOOD	GOOD	GOOD	YES
A11	1. His application for voluntary redundancy was refused, and therefore his 'golden handshake' did not materialise 2. He was going to work for a relation in London.	Own accord	YES	NO	YES	FAIR	GOOD	GOOD	YES

1) A= Ability; 2) C= Conduct; 3) AT & T/K = Attendance and timekeeping
4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2a (contd.)
 EMPLOYEE TYPE: MALE OPERATIVES

CODE NAME	REASON(S) FOR LEAVING		DETAILS OF NEXT JOB			DEPARTMENTAL MANAGER'S APPRAISAL			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOYMENT FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO
A12	1. He was employed as a Postman and relied heavily on overtime which had ceased five months ago.	Other Employment	YES	YES	YES	GOOD	GOOD	EXCELL ENT	YES
A13	1. Feeling of insecurity 2. No incentive for piece-work in the department	Other employment	YES	YES	YES	N.A	N.A	N.A	N.A
A14	1. Feeling of insecurity-overtime stopped 2. Conflict with management	Other employment	YES	YES	YES	N.A	N.A	N.A	N.A
A15	1. Short-time working - insecurity 2. Conflict with management	Own accord	YES	YES	YES	N.A	N.A	N.A	N.A
A16	1. His personal life interfered with his job and was unable to attend regularly 2. The management had threatened to suspend him.	Unable to guarantee regular attendance	NO	NO	-	GOOD	GOOD	POOR	NO

1) A= Ability; 2) C= Conduct; 3) AT & TIK = Attendance and timekeeping
 4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2b - FINDINGS FROM EXIT INTERVIEWS

EMPLOYEE TYPE : FEMALE OPERATIVE

CODE NAME	R E A S O N (S) F O R L E A V I N G		D E T A I L S O F N E X T J O B		D E P A R T M E N T A L M A N A G E R ' S A P P R A I S A L				
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOY'T FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO
C1	1. The job was boring and routine, and did not want to remain behind a machine for ever. 2. Feeling of insecurity - many redundancies in her department	Obtained other employment	YES	NO	SAME	GOOD	GOOD	GOOD	YES
C2	1. Conflict with canteen manager	Disgusted with Canteen Manager	NO	NO	-	POOR	FAIR	POOR	NO
C3	1. Working conditions (hot and humid) 2. Boredom with job. 3. Company policy regarding absence 4. Some conflict with supervision	Own accord	NO	NO	-	N.A	N.A	N.A	N.A

1) A= Ability; 2) C= Conduct; 3) AT & TIK = Attendance and timekeeping
4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2c - FINDINGS FROM EXIT INTERVIEWS

EMPLOYEE TYPE : MALE STAFF

CODE	REASON(S) FOR LEAVING		DETAILS OF NEXT JOB			DEPARTMENTAL MANAGER'S APPRAISAL			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOY'T FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO
B1	1. No long-term prospects or job satisfaction 2. Uneasy working environment, much conflict	Emigrating for higher income and living standards	YES	NO	YES	V.GOOD	GOOD	FAIR	YES
B2	1. No future prospects or job satisfaction 2. No opportunity for transfer	Own request	YES	NO	YES	SATIS-FACTORY	GOOD	GOOD	YES
B3	1. No prospects - empty promises of career development	"To take up a new position"	YES	NO	YES	V.GOOD	GOOD	GOOD	YES
B4	1. No scope to use his qualifications 2. Waiting in 'dead-man's' shoes for promotion 3. No challenge or incentive	Own request	YES	YES	YES	SATIS-FACTORY	GOOD	SATIS-FACTORY	YES
B5	1. He had lost his responsibility and involved since the merging of two sections a year ago. 2. No foreseeable long-term prospects	Promotion	YES	YES	YES	V.GOOD	EXCELLENT	V.GOOD	YES

1) A= Ability; 2) C= Conduct; 3) AT & TIK = Attendance and timekeeping
4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2c (contd.)

EMPLOYEE TYPE : MALE STAFF

CODE NAME	R E A S O N (S) F O R L E A V I N G		D E T A I L S O F N E X T J O B			D E P A R T M E N T A L M A N A G E R ' S A P P R A I S A L			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOY'T FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT, T/K & ³	RE-ENG ⁴ YES/NO
B10	1. No scope for career development 2. No job involvement, unable to make decision	Alternative employment	YES	NO	YES	Q.GOOD	GOOD	GOOD	YES
B11	1. Poor salary structure and grading system - he felt he was underpaid compared with other clerks. 2. No prospects for advancement	Better-paid position	YES	YES	YES	GOOD	GOOD	GOOD	YES
B12	1. No foreseeable promotion prospects 2. Uneasy working climate - led to poor communications	Another appointment	YES	NO	YES	GOOD	EXEMP-LARY	GOOD	YES
B13	1. General level of salary was low compared with similar positions in other companies 2. No future prospects for promotion 3. General decline in moral and interest in department	Career prospects and salary	YES	YES	YES	GOOD	GOOD	SATIS-FACTORY	YES
B14	1. No career development - no incentive 2. Salary low in comparison with other firms and manual employees in Dunlop.	Improved prospects and salary	YES	YES	YES	EXCELL-ENT	V.GOOD	V.GOOD	YES

1) A= Ability; 2) C= Conduct; 3) AT & TIK = Attendance and timekeeping
4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2c - (contd.)

EMPLOYEE TYPE : MALE STAFF

CODE NAME	R E A S O N (S) F O R L E A V I N G		D E T A I L S O F N E X T J O B			D E P A R T M E N T A L M A N A G E R ' S A P P R A I S A L			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOY'T FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO
B6	1. Very uneasy climate in department (cf B1) 2. Petty methods of supervision and management 3. No scope for career development	To broaden experience	YES	NO	YES	GOOD	GOOD	GOOD	YES
B7	1. No job made available to him at the end of training. 2. No career development for graduate accountants 3. Dissatisfied with training	Career Advancement	YES	YES	YES	GOOD	GOOD	GOOD	YES
B8	1. No foreseeable promotion prospects 2. Feelings of insecurity, because of recession in car industry	Career advancement	YES	YES	YES	GOOD	GOOD	GOOD	YES
B9	1. Disillusioned with industry - no incentive 2. No prospects of career development 3. Never used his degree knowledge	Inadequate pay differential as incentive for promotion	YES	NO	YES	GOOD	GOOD	REASONABLE	YES

1) A= Ability; 3) AT & TIK = Attendance and timekeeping
2) C= Conduct; 4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2c (contd.)

EMPLOYEE TYPE : MALE STAFF

CODE	NAME	REASON(S) FOR LEAVING		DETAILS OF NEXT JOB			DEPARTMENTAL MANAGER'S APPRAISAL			
		FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOYMENT FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO
B15		1. Underpaid due to inflexible salary structure 2. Waiting in 'dead-mans' shoes for promotion prospects	Career advancement	YES	YES	YES	GOOD	SATIS-FACTORY	SATIS-FACTORY	YES
B16		1. Lack of career development in Dunlop 2. Dissatisfied with his salary level	Accepted position with another company	YES	NO	YES	EXCELL-ENT	EXCELL-ENT	EXCELL-ENT	YES
B17		1. He had been refused an internal transfer 2. His former company approached him 3. Job expectations not fulfilled 4. No prospects for advancement	Advancement	YES	NO	YES	EXCELL-ENT	EXCELL-ENT	V.GOOD	YES
B18		1. Poor Salary compared to other companies 2. Conflict with management 3. No career prospects	Personal	YES	YES	YES	GOOD	GOOD	GOOD	YES
B19		1. Lack of career development 2. Only partially occupied in present job 3. Managers too aloof 4. Big promotion blockages	Career Advancement	YES	NO	YES	V.GOOD	V.GOOD	V.GOOD	YES

1) A= Ability; 2) C= Conduct; 3) AT & TIK = Attendance and timekeeping
4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2c - (contd.)
 EMPLOYEE TYPE : MALE STAFF

CODE NAME	REASON(S) FOR LEAVING			DETAILS OF NEXT JOB			DEPARTMENTAL MANAGER'S APPRAISAL			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOYMENT FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO	
B20	1. His former company approached him 2. Expectations of job were not fulfilled 3. He was powerless to make decisions	Offered position with another firm	YES	NO	YES	GOOD	GOOD	GOOD	YES	
B21	1. The job had not lived up to its expectations 2. Conflict with manager	Own accord	NO	NO	-	N.A	N.A	N.A	N.A	
B22	1. No job satisfaction only frustration 2. No career prospects for clerks	Alternative employment	Re-training	NO	NO	N.A	N.A	N.A	N.A	
B23	1. Conflict with management. 2. Dissatisfied with induction and training 3. Job had not lived up to expectations	Going to College	Re-training	NO	NO	N.A	N.A	N.A	N.A	
B24	1. No prospects for advancement in laboratory 2. Very poor inter-departmental relationships 3. Conflict with supervision	Own accord	YES	NO	YES	N.A	N.A	N.A	N.A	

1) A= Ability; 2) C= Conduct; 3) AT & TIK = Attendance and timekeeping
 4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2d - FINDINGS FROM EXIT INTERVIEWS

EMPLOYEE TYPE : FEMALE STAFF

CODE	R E A S O N (S) F O R L E A V I N G		D E T A I L S O F N E X T J O B			D E P A R T M E N T A L M A N A G E R ' S A P P R A I S A L			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOY'T FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO
D1	1. The job was routine and boring 2. No careers for women in Dunlop	Joining Police Force	YES	YES	YES	SATIS-FACTORY	GOOD	SATIS-FACTORY	YES
D2	1. Inter-personal conflict between telephonists 2. Boredom with the job	Taking a course in shorthand and typing	Re-Training	YES	NO	GOOD	GOOD	GOOD	YES
D3	1. No promotion prospects for women 2. Her present job had not lived up to its expectations	For better career prospects	YES	YES	SAME	V.GOOD	V.GOOD	V.GOOD	YES
D4	1. No challenge or interest in job. 2. Boring and repetitive work	Leaving the country	NO	NO	-	FAIR	GOOD	GOOD	NO
D5	1. Promise of promotion was unfulfilled 2. Petty styles of management	Improved Salary and prospects	YES	NO	YES	GOOD	GOOD	POOR	YES

1) A= Ability; 2) C= Conduct; 3) AT & TIK = Attendance and timekeeping
4) Re-eng. = Would the manager ever re-engage this person

TABLE: X2d - (contd.)

EMPLOYEE TYPE : FEMALE STAFF

CODE	REASON(S) FOR LEAVING		DETAILS OF NEXT JOB			DEPARTMENTAL MANAGER'S APPRAISAL			
	FROM 'EXIT' INTERVIEW	FROM TERMINATION OF EMPLOYMENT FORM	ANOTHER JOB YES/NO	LOCALLY YES/NO	MORE PAY	A ¹	C ²	AT & T/K ³	RE-ENG ⁴ YES/NO
D6	1. Working in London she found travelling a bind. 2. Boredom and periods of inactivity in job. 3. Expectations of job not fulfilled	Travelling	YES	YES	NO	N.A	N.A	N.A	N.A
D7	1. The job was routine and monotonous 2. Conflict with supervision	Own accord	Re-training	YES	NO	N.A	N.A	N.A	N.A

1) A= Ability; 3) AT & TIK = Attendance and timekeeping
 2) C= Conduct; 4) Re-eng. = Would the manager ever re-engage this person

TABLE: X3a - MOTIVATION/ORIENTATION TO WORK SCORES

EMPLOYEE TYPE : MALE OPERATIVES

LEAVER'S CODE NAME	SCORES ON MOTIVATION/ORIENTATION TO WORK QUESTIONNAIRE: (4=MAX; 0=MIN)				
	SECURITY	RESPONSIB- ILITY	ABOVE AVERAGE PAY	GOOD RELAT- IONSHIPS	INTEREST IN WORK
A1	0	3	1	2	4
A2	2	1	0	3	4
A3	4	2	1	0	3
A4	0	3	3	2	2
A5	2	1	0	4	3
A6	3	0	3	1	3
A7	4	1	1	1	3
A8	1	0	2	3	4
A9	3	2	0	1	4
A10	4	3	0	1	2
A11	3	3	0	2	2
A12	4	0	3	2	1
A13	3	2	1	0	4
A14	4	1½	2	2½	0
A15	2½	0	1½	3½	2½
A16	1	2	3	0	4
MEAN	2.5	1.5	1.3	1.8	2.8
MEDIAN	3.0	1.75	1.0	2.0	3.0

TABLE X1b: MOTIVATION/ORIENTATION TO WORK SCORES

EMPLOYMENT TYPE : FEMALE OPERATIVES

LEAVER'S CODE NAME	MOTIVATION/ORIENTATION TO WORK SCORES (4=MAX; 0=MIN)				
	SECURITY	RESPON- SIBILITY	ABOVE AV. PAY	GOOD RELAT'SHIPS	INTEREST IN WORK
C1	1	1	2	4	2
C2	2½	3	0	3	1½
C3	1	1	3	2	3
MEAN	1.5	1.7	1.7	3.0	2.2
MEDIAN	1	1	2	3.0	2.0

TABLE X3c: MOTIVATION/ORIENTATION TO WORK SCORES

EMPLOYEE TYPE - MALE STAFF

LEAVER'S CODE NAME	SCORES ON MOTIVATION/ORIENTATION TO WORK (5=MAX; 0=MIN)					
	SECURITY	RESPON- SIBILITY	ABOVE AV. PAY	GOOD REL'SHIPS	INTEREST IN WORK	CAREER DEV'MENT
B1	0	1	4½	2½	4	3
B2	0	4	2	1	3	5
B3	3½	3	2½	½	2	3½
B4	1	3½	2	½	4	4
B5	2	½	3	1½	4½	3½
B6	N.A	N.A	N.A	N.A	N.A	N.A
B7	0	4	2	1	3	5
B8	N.A	N.A	N.A	N.A	N.A	N.A
B9	5	1½	2½	½	2½	3
B10	4	3	0	2	4	2
B11	5	1½	½	4	3	1
B12	1	2	0	3	5	4
B13	2	3½	1	0	4½	4
B14	2½	3	½	2½	2½	4
B15	3	½	5	3	3	½
B16	1½	3	2	½	3	5
B17	2	2	0	3½	3	4½
B18	1	0	3	4½	3½	3
B19	0	4	1	2	3	5
B20	1½	4	2½	0	2	5
B21	N.A	N.A	N.A	N.A	N.A	N.A
B22	4	½	1½	1½	5	2½
B23	2½	1½	0	4½	4½	2
B24	5	2	1	2	4	1
MEAN	2.2	2.3	1.7	1.9	3.5	3.4
MEDIAN	2.0	2.0	2.0	2.0	3.0	3.5

TABLE X1b: MOTIVATION/ORIENTATION TO WORK SCORES

EMPLOYEE TYPE : FEMALE OPERATIVES

LEAVER'S CODE NAME	MOTIVATION/ORIENTATION TO WORK SCORES (4=MAX; 0=MIN)				
	SECURITY	RESPON- SIBILITY	ABOVE AV. PAY	GOOD RELAT'SHIPS	INTEREST IN WORK
D1	3½	2	0	2½	2
D2	2	0	1	3	4
D3	2	1	0	3	4
D4	0	2	1	4	3
D5	0	2	3	1	4
D6	0	3	1	3	3
D7	1	0	2	4	3
MEAN	1.5	1.4	1.1	2.9	3.3
MEDIAN	1.0	2.0	1.0	3.0	3.0