

High wages as a productivity factor

Employee costs at the C+C stores Costco und Sam's Club

| | Costco | Sam's Club (Wal-Mart) |
|---|-----------|--------------------------|
| Ø Wage per hour | 15.97 \$ | 11.52 \$ |
| Social costs per employee per year | 7,065 \$ | 4,247 \$ |
| Fluctuation per year | 6 % | 21 % |
| Personnel costs/turnover | 9.8 | 17* |
| Profit per employee | 13,647 \$ | 11,039 \$ |
| Ø Annual growth | 10.1 % | 9.8 % |
| No. of employees | 68,000 | 102,000 |

*Wal-Mart overall
Source: Business Week

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