



Notes PESTLE Analysis

Environmental

- Staff morale
- Staff engagement
- Need to reduce storage needs
- Management attitudes
- Company culture

Legal

- What is happening in our sector that will impact what we do
- Minimum wage
- Working time
- Under 18 working
- Occupational industrial Training
- What changes will impact the services of the organization

Technological

- What changes may be coming our way?
- What new technology systems?
- How do we record attendance performance? how might this change?
- Use of and encourage home working?
- Communications technologies
- Changes of technology that will increase/ reduce the need for recruitment
- Changes to software

Political

- What is the company culture?
- What is the function?
- The views of other departments
- Shareholders' views
- Who are the political champions?

Economic

- What is the budgetary position of the department?
- Is more money available?
- Spend more or less money on the services we offer?
- What happened to financial status of organization
- Interest rates
- Inflation
- Salary trends in the sector

Sociological

- Other departmental attitudes
- Population shifts
- Education
- Diversity
- Immigration
- Health
- Fashion & role models
- Age profile
- Attitudes to career