Custom Clubs produces handmade golf clubs. The process is labor intensive. The speed at which a club can be built depends on the skill level of the individual worker.

Management has established a standard of 2 labor hours per club. The standard wage rate is $12 per hour.

During a recent month, 2,500 custom clubs were produced. Management was pleased that only 4,900 labor hours were worked; however, total wages amounted to $63,700.

Compute the total variance for labor, and determine how much is related to rate and efficiency components.