

Business assignment

Sociology



I liked the case number 8: The temptations of Temping. As I am an international student that came in U. S only 3 years ago I think that going through the surveys and the examples that were given in the closing case about temp to permanent Jobs was a very interesting case to talk about. Also it gave me a better idea of all the pro and cons about a kind of Job one is doing either perm, or temporary.

I believe that every one of us has a Job either part of full time it doesn't make a big difference, but to get into a full time position first some are required to learn how everything works and his can be done by temporary Job position, so later we cannot just have references, but also experience for the next position we applying for. And this can help by making our work easier and by taking less time on learning how to deal with new technology and staff. 1.

You're a senior manager at a growing business and you're ready to add employees. Your HRS manager has recommended a temp-to-perm policy. You know the advantages of this approach but what might be some of the disadvantages? Every time a temp starts a new work assignment – no matter how killed or unskilled – a certain amount of training is required in order for them to perform their assigned tasks to suit the specific needs of that company. Of course, if the same temp is brought back again, this might not be required.

Also morale and employee relations problems can arise when you have temps working alongside permanent employees for months, doing the same work and putting in the same hours, but not receiving the same benefits

afforded their permanent employee coworkers. However certain types of Jobs are inherently dangerous and require careful safety training. Studies show that frequency and severity rates of on-the-job injuries are significantly higher with temporary workers. No matter what a temp's experience is, care must be taken to see that dangerous tasks are performed safely.

Never assume a temporary worker is fully prepared to work unsupervised until you have taken the time to see that they can safely perform their work tasks. 2. Assume that you're a prospective Job seeker (which you may very well be). What do you personally see as the advantages and the disadvantages of taking a temp-to-perm position? Under what circumstances are you most likely to take a temp-to-perm session? The first question we think about is who are called temporary workers?

They are people who are used to satisfy labor needs of different companies for a limited period of time. If we are somehow connected with business we keep hearing this expression all the time. Some people seem satisfied when talking about temporary workers or being ones and some are very concerned about this issue and will never accept the possibility to become temporary workers themselves. And if we ask why this word-combination does arouse such diametrically opposite points of view in different people? The answer is because it concerns every single worker of any company.

Temporary workers are people who perform work at a lower cost than the permanent workers AT ten company would have cone. For some permanent workers the usage of temporary workers is a good position of doing only what they are supposed to do and nothing extra, in other words they can go

home at the end of the working day while temporary workers will stay and finish their job for them. Other permanent workers consider the usage of temporary workers to be problematic, for they would have done this work themselves but at a higher cost.

Objectively, the companies, by using temporary workers reach the main goal that every company has -the same level job done at lower wages. If somebody is willing to do this job at a lower price wouldn't it go against the economic principles of the company to do it at a higher price? 3. What sort of challenges are likely to confront a manager who supervises a mix of temporary and permanent employees? In what ways might these challenges differ if the temporary workers have been hired on a temp-to-perm basis rather than on a strictly temporary basis?

I would say that an issue is Leadership's commitment to investing resources in temporary workers. Regardless of the area where these temp workers are assigned, they must have some basic training in technical areas, as well as customer service? how to treat customers. And then they need, and deserve, follow up coaching and feedback. And so although they might start out strong, often temp workers don't stay that way for long. It only takes 3-6 months for bad habits to form in call centers, and the numbers show that many of these temps performance drop rapidly.

Also I think it is important to have as few preferences as possible between temporary and permanent team members. In an ideal world, each team member would feel equally valued and part of the team. Imagine a sports team where half the members are permanent and half 'casual'. Also

managers have to think about the outcomes they wish to create before they mix up their workforce in this way. It's frequently the case that there are differences in performance between permanent and temporary staff, but there may also be a big divide between the two.

I believe that once temporary staff are fully trained and have efficient experience, a performance division can occur between the temporary and permanent agent groups. In particular, where permanent staff are burnt out and no longer find the work challenging or interesting, they can be outperformed by newer temporary staff wanting to prove their capabilities so they can be kept on for more work. At the same time, temporary staff can resent being paid less for the same work and being strung along with hopes of permanent work which may never materialize.

Despite ongoing positive feedback, temporary staff may feel that their good work is unrecognized because they haven't been awarded a permanent role, when the reality may just be that these roles are rare because of the organization's hiring restrictions and there is a lot of competition when a permanent position becomes available. When performance levels between temporary and permanent staffing groups become obvious to everyone in the team can cause deep divisions within the team. Long-term permanent employees can resent the positive attention received by the outperforming temporary staff.

As a result, there may also be objections to reward ND recognition schemes which publicly reward the best agents and, by default, reveal which staff are never or rarely rewarded. Permanent staff may believe that their permanent

status and long period of service for the organization makes them superior to “the temps”, even when Job descriptions and duties are the same. In , tens
Is correct. In Alton, winner tender Is a performance Loving some sense
between temporary and permanent staff, the service provision will be more
seriously affected if the higher-performing temporary agents are
automatically let go at a time of staff cutbacks.