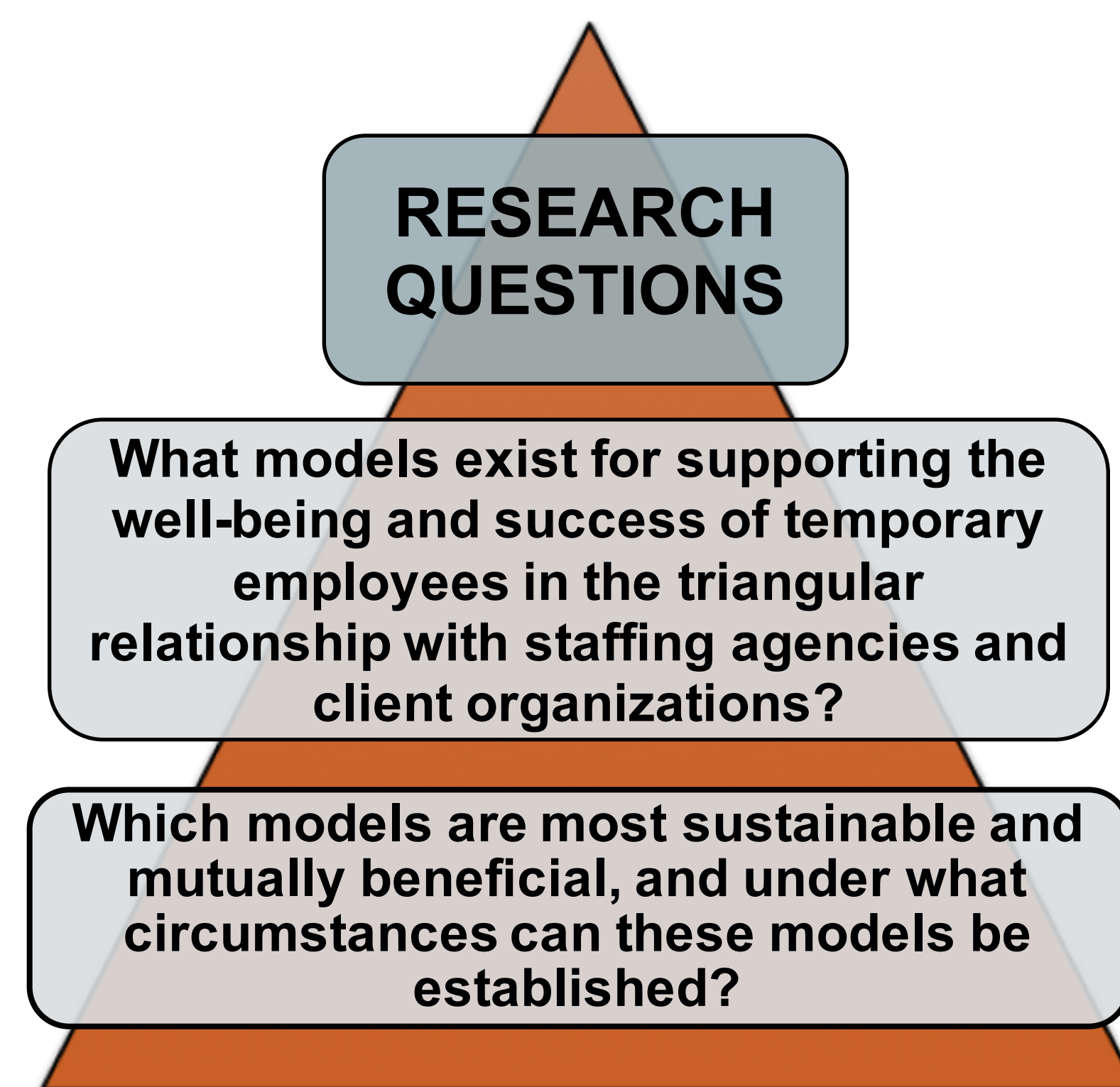


Win-Win-Win: Creating a New Model for Developing Temporary Staff

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Introduction



Methods

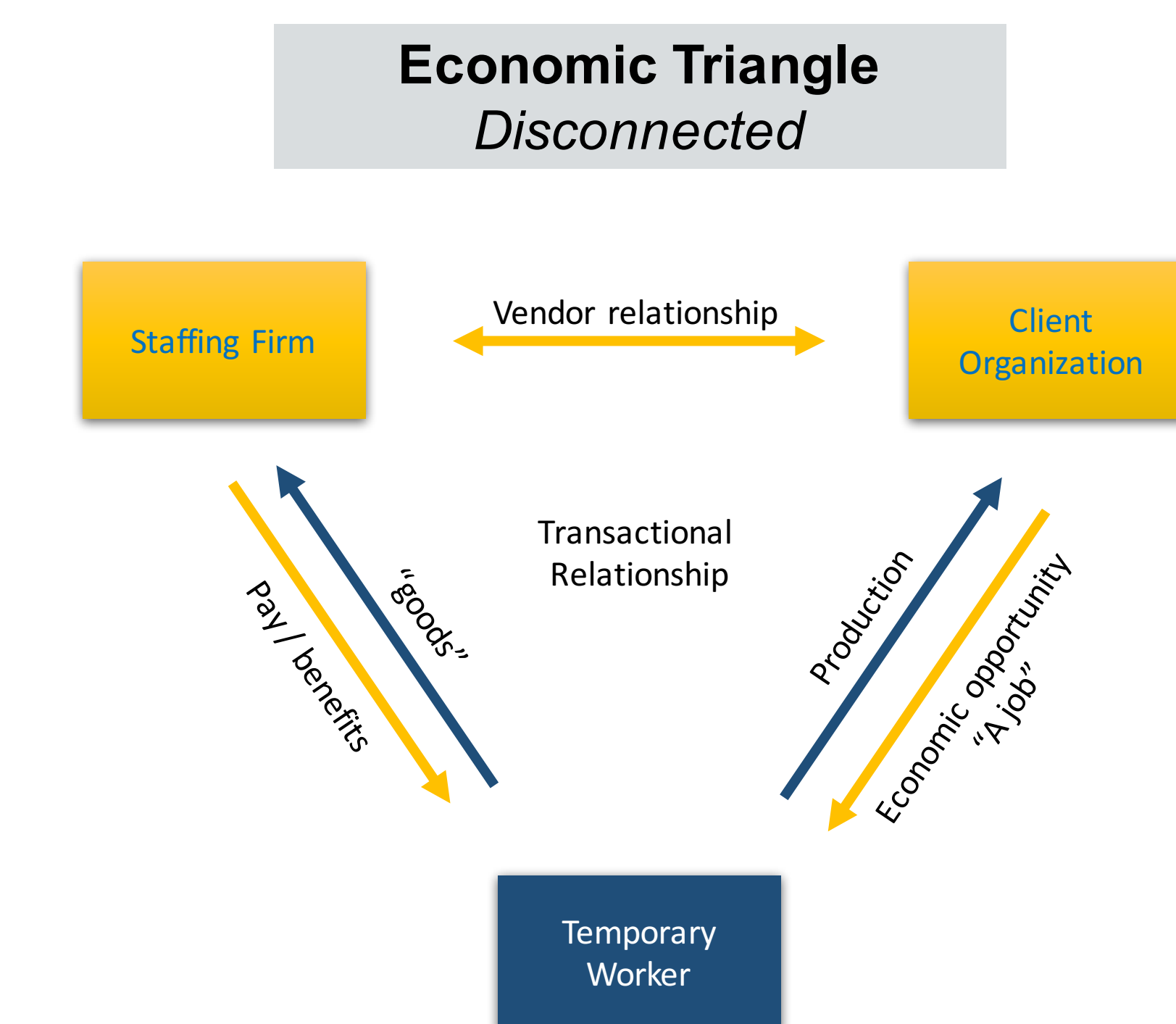
A review of existing literature and empirical data collected through interviews with temporary workers, staffing managers, and client managers.

Major Literature Cited

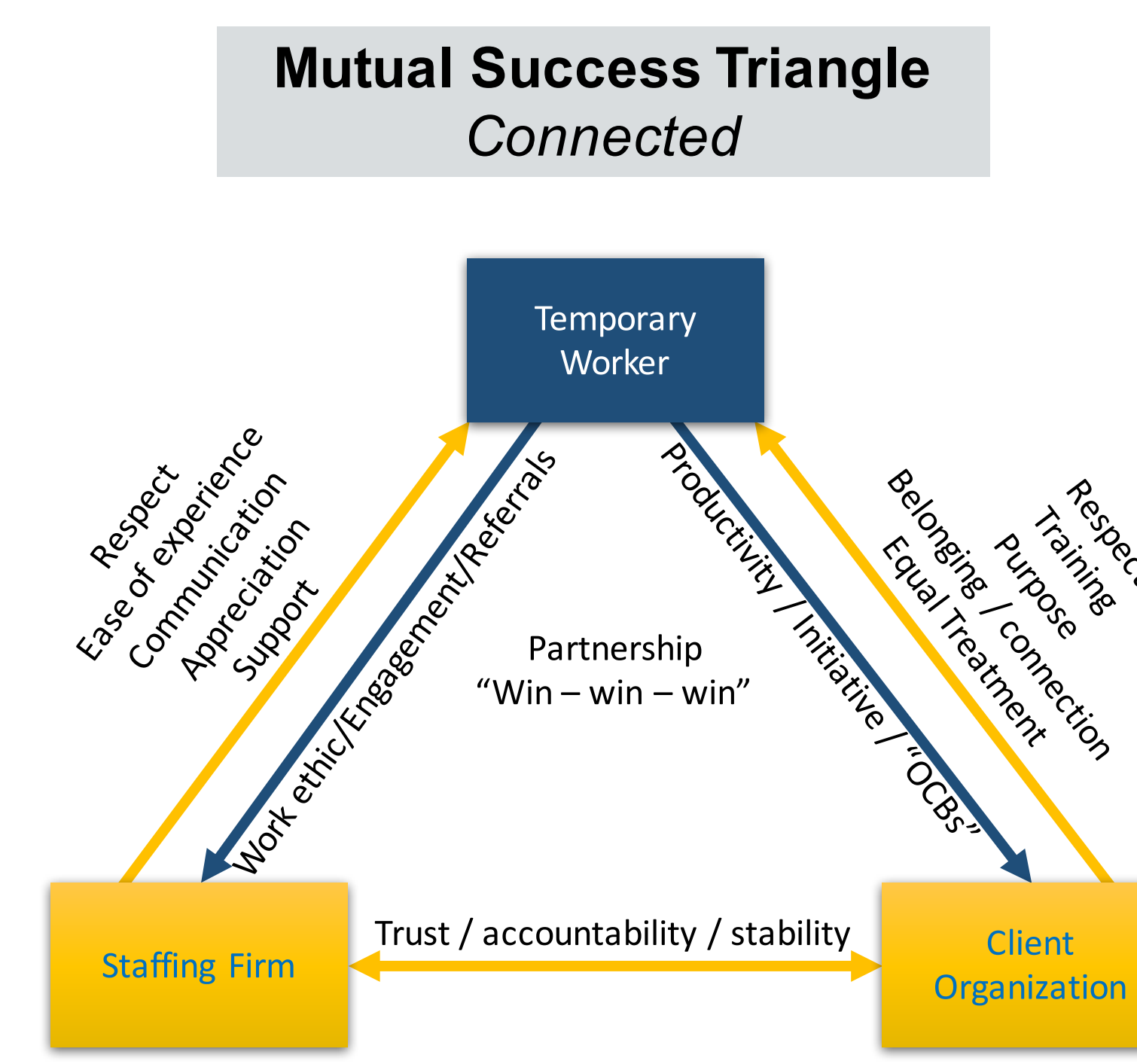
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Results and Recommendations

CLOSING THE TRIANGLE



Economic Triangle – depicts the relationship of the three entities from a purely economic perspective. The temporary worker is at the bottom indicating his or her level of importance.



Mutual Success Triangle – depicts the relationship as a connected partnership built on mutual support with focus on the worker who resides at the top of the triangle.

EFFECTIVE MODELS FOR TEMP WORKER WELL-BEING



Conclusions

This study provides data to support the premise that temporary workers who are treated well, valued by, and connected to the client organization and their staffing firm are more likely to show initiative and to stay engaged even in a temporary role.

This supportive, collaborative investment in the employee's self-esteem and overall well-being can result in higher commitment to the organization and increased productivity by these workers. This, in turn, can lead to better outcomes for the firms involved. The pleasing byproduct is a more contented and satisfied temporary worker.

Future Research

Due to time constraints, this study did not go beyond the literature review and interviews to test this new partnership model that highlights a supportive trio with the temporary employee featured as the catalyst for success.

Further studies of a longitudinal nature are recommended to verify this model's efficacy and to quantify results and best assess the overall impact. I plan to work with leadership to implement the practices studied here within my own staffing organization and in consultation with my clients in the upcoming months. I hope we will be able to see over time whether these practices improve our organizational success stories and those of our clients and temporary employees.

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Further Information

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