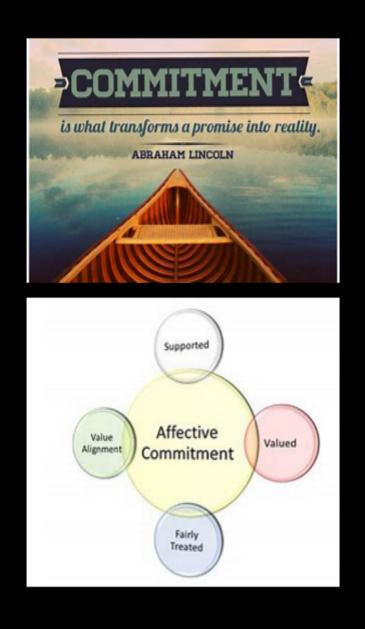


Employee Commitment: Full-time vs. Temporary and Impact to Bottom Line

Introduction

- Organizations
- Choose to hire temporary employees vs. full-time
- Want committed employee
- Want to be more profitable
- Want full-time en
- Want path to opportunities and more pay
- Want some flexibility
- Supervisors/managers
- Want committed well trained employees
- Want HR enhanced support



Method

- Perform qualitative research with seven manufacturers
- Interview supervisors and managers from one manufacturing organization
- Experience working in a manufacturing organization
- Compare organization commitment to employee commitment
- How organizations show commitment
- Evidence on differences of commitment of temporary vs. full time employees
- How employees show commitment
- Benefits of having a committed workforce

Literature Cited

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Michelle Jack, Master of Arts Candidate Human Dimensions of Organizations, The University of Texas at Austin

Results

- HR Practices
 - No time off benefits for temporary employees
 - Treatment of employees similar with exception of absenteeism for temporary employees
 - No clear path to full-time employment even though primary reason is funnel for full-time employees
 - No clear path to opportunities to make more money

Training

- Training is minimal and not physical
- No difference between temporary and full-time employees
- Flexibility
 - Organizations choose temporary employees for flexibility
 - Organizations do not track absenteeism of temporary employees
- Profitability
 - Organizations do not track absenteeism
 - Turnover for temporary employees vs. full-time is 200% to 400% higher for temporary employees vs. full-time employees

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Conclusion



Flexibility



Align training with type of work





Be real about costs when using temporary workers





Further Information

Michelle Jack – email: michelle.jack2004@gmail.com