TEMP-TO-PERM EMPLOYMENT

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During a temp-to-perm policy, an employee could be hired on a temporary assignment and then at some point, the company may decide to give that employee a permanent contract. Although there are some evident advantages of hiring a temporary employee as it tides them over in a currently bad economic situation. It also gives them a trial period for testing before hiring an employee permanently. A temporary employee costs almost 1/3rd time cheaper than a permanent employee. Some people love to work with the same representatives while dealing with an organization. The customers may find it irritating if there are new faces in every meeting and dealings with different attitudes. It can lead to a negative perception of the company’s customer care policies. Retention of employees can develop a strong staff when they spend time together with one another. Through this sharing of knowledge and communication, employees tend to develop skills and expertise. Moreover, the amount spent on training inexperienced employees can also increase development costs. There is also a question of loyalty and commitment when it comes to hiring new employees. Temporary workers often earn less than permanent workers and when they come across each other, their communication creates an environment in which they feel undervalued and cannot perform up to a level of permanent employees.

As a prospective job seeker, I would definitely join a job permanently. However, due to certain benefits of temp-to-perm, if I am unable to find my desired job, I would be happy to work on a temporary job. One of the most important benefits of a temporary job is that it can help you in learning about new skills and techniques. You will meet new people with different skill set, which can help you in improving your communication skills. Even if you are not offered a permanent job, it will help in choosing your next career move. The transition period required for the job will be significantly less if an employee becomes permanent after his temporary period. It will also help in filling the experience gap required for the next job. However, I will also be a little mindful while choosing a temp-to-perm job because many of these jobs don’t value their employees as much as they should. Employees are not paid according to the work they do in their temporary period until unless they possess rare skills. Your managers or supervisors may not help you as much during your training period as you are required. Similarly, you cannot get any specific benefits like paid leaves, sick days and bonuses.

There are a lot of problems that managers face while dealing with the mix of both temporary and permanent employees. A manager would be hesitant to hand over a task that is long term to a temporary employee. Since temporary employees’ lack commitment, a long-term project will be left stranded if the employee's contract is over or he leaves a job during that period. Also, a manager is most likely to trust permanent employees because of their records and working experiences with managers (Burgess & Connell, 2006). If the temporary employee is on a daily wage, the manager will likely prefer him over others due to the relatively lower cost. However, many managers are not likely to trust temporary employees because of associated legal concerns and lack of safety trainings in many jobs. Though the case of temp-to-perm jobs are different because managers know that they are likely to continue with them in the future. During their temporary period, managers get to know the abilities and details of their employees and as they get permanent, working with them is not an issue. This is evident by the statistics of the people that were offered the job and have accepted it. One-third (35%) of temp-to-perm employees were offered a permanent job by a client, and two-thirds (66%) of those have agreed to continue there (“Staffing Industry Statistics,” n.d.).

**References**

Burgess, J., & Connell, J. (2006). Temporary work and human resources management: Issues, challenges and responses. *Personnel Review*, *35*(2), 129–140.

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