

Temporary staff: benefit or loss-making

Student gr. M-11 Kotenko S.

Temporary staff - the staff is involved to perform temporary work for a short period of time and is not included in state companies. Usually they are involved in the implementation of short-term projects or in replacement of absent workers.

At the Ukrainian market of recruitment (or hiring) companies and firms from recruiting temporary staff appeared relatively recently. In the USA this market segment is now one of the most rapidly progressing. There exist mass micro-companies of employed cleaners, nannies and other temporary workers. In the west they take use only cost-effective and financially sound schemes.

In the USA and Europe the firms of recruiting temporary staff have taken their rightful place in the service. Because of the benefits they can give temporary staff employers. Here are some of them:

1. Time saving - no need to look for candidates to draw them to work, to report wages to the tax office and other funds.
2. Most employees are highly qualified professionals of wide profile.
3. The ability to hire employees for several months, days and even hours on the request.
4. Economic advantages, which are to save time and money resources for training new staff or retrain old one.

The above positive aspects of temporary staff are usually suitable for the following types of companies:

1. Some companies have a seasonal business. For example, the companies that sell ice cream. They need a lot more staff in summer.
2. Companies in which temporary necessity in rare specialists may arise, for example, in the architects.
3. Companies that may need in specialists to fill the vacancy for the short terms, for example, while a core employee is on a maternity leave.
4. Companies which need temporary assistance for promotions, participation in exhibitions, public opinion polls.

The advisability of such innovations in Ukraine in terms of our economy, its level of development and, above all, our mentality are of great importance.

Temporary workers are students or people who can not find a permanent job on different reasons. Since this innovation appeared only in Ukraine, to ensure 100% high qualification of workers. But staff recruiting companies can not guaranty this. Companies must prepare (or retrain) temporary employees of various levels, check their performance and awareness in their own cases. But it takes a lot of time and money, and in our country the

entrepreneurs usually have a shortage of financial resources. Therefore, recruiting firms often give checkless information about their employees. This negatively influences the companies image.

Another reason of distrusting temporary staff in the country has a large number of errors the make, performing their job. If the error happened at higher levels - it could cause the company great material losses and affect the objectives or plans of the company negatively. A mistake at the lower levels of management can show its negative impact in some period and also causing major damage.

The mentality of our people is reflected in the fact that they relate to temporary staff suspiciously. Therefore, the efficiency of temporary staff work may be low due to the negative climate within the team.

As a result, that the effectiveness and economic feasibility of using temporary workers is proved worldwide and Ukraine without exception. It vitally important to choose the personnel thoroughly and to use it in a case of necessity.

Teacher Pronyaeva V. E.

Соціально-гуманітарні аспекти розвитку сучасного суспільства : матеріали Всеукраїнської наукової конференції викладачів, аспірантів, співробітників та студентів, м. Суми, 21-22 квітня 2014 р. / Відп. за вип. О.М. Сушкова. — Суми : СумДУ, 2014. — С. 406-407.