

# MANAGING CONTINGENT WORKERS

Executive Report  
also Executive Summary  
Executive Vice President

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# Managing Contingent Workers How To Reap The Benefits And Reduce The Risks

**John D. Haskell**



## **Managing Contingent Workers How To Reap The Benefits And Reduce The Risks:**

*Managing Contingent Workers* Stanley D. Nollen, Helen Axel, 1996 The use of contingent labor is one of the most rapidly growing and hotly contested trends in American business today This vast pool of unattached on call workers currently accounts for nearly 25% of the U S workforce and the number continues to skyrocket Yet despite the increasing dependence on temporary labor there are few thorough research based studies that show you how to accurately assess both the benefits and the drawbacks of using contingent workers how to measure the true cost effectiveness how to capitalize on the advantages while reducing the risks involved *Managing Contingent Workers* provides far reaching hard hitting answers Written by two human resources experts and based on years of in depth research and analysis the volume challenges the prevailing myth that contingent workers are always a cost effective alternative to using core workers Instead before blindly populating the workplace with people who have very little attachment to their jobs employers are urged to address a series of complex cost related questions Is there a limit to how many contingent workers you can use effectively How will they relate to the regular workforce How much training is required to get them up to speed Will they uphold customer service and product quality standards Step by step the volume shows you how to accurately analyze the cost effectiveness of using contingent labor and determine when it will save money and when it won t measure the cost effectiveness of training manage contingent workers or a blended workforce of core and contingent workers for greater effectiveness understand legal tax and social implications and avoid over reliance on contingent labor It then gives you practical tools for determining all of the costs involved both the obvious ones and the hidden ones Further it supplies five invaluable case studies that document the experiences of companies that have relied on contingent labor and achieved mixed results *Benefits for the Workplace of the Future* Olivia S. Mitchell, 2003-03-23 From the Wharton School *Talent Management of Knowledge Workers* V. Vaiman, 2010-04-29 Freelancers possess a tremendous amount of knowledge skill and ability Identifying defining and implementing talent management strategies aimed at ensuring the effective management of non traditional knowledge employees in an organization are the key themes of this book **Contingent Work** Kathleen Barker, Kathleen Christensen, 2019-06-30 The successful 1997 strike by the Teamsters against UPS and the overwhelming support the American public gave the strikers highlighted the impact of contingent work an umbrella term for a variety of tenuous and insecure employment arrangements such as temping independent contracting employee leasing and some self employment and part time or part year work This new book contends that contingent work represents a profound deviation from the employment relations model that dominated most of this century s labor relations It delineates essential features of contingent work from both the worker s and the organization s point of view Articulating a variety of perspectives from various disciplines the contributors examine the business forces driving contingent work and assess the consequences of working contingently for the individual family and community taking into account issues of race class and gender They ask

how current labor and employment laws need to be rewritten to provide contingent workers with the same comprehensive protections offered to permanent employees In the final chapter the editors comment on the status of research on contingent work and chart future research directions

**Managing Knowledge for Sustained Competitive Advantage** Susan E. Jackson, Angelo DeNisi, Michael A. Hitt, 2003-06-03 This eighteenth volume in the Jossey Bass Organizational Frontiers Series provides an in depth examination of how I O psychologists can help find recruit and manage knowledge The authors explain the nature of different types of knowledge how knowledge based competition is affecting organizations and how these ideas relate to innovation and learning in organizations They describe the strategies and organizational structures and designs that facilitate the acquisition and development of knowledge And they discuss how continuous knowledge acquisition and innovation is promoted among individuals and teams and how to foster the creation of new knowledge In addition they explain how to assess the climate and culture for organizational learning measure and monitor knowledge resources at the organizational level and more

*Contingent Employment, Workforce Health, and Citizenship* , **The SAGE Handbook of Industrial Relations** Paul Blyton, Edmund Heery, Nicolas Bacon, Jack Fiorito, 2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPS Georgia State University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a compete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers

Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists      The SAGE Handbook of Organizational Behavior Julian Barling, Cary L Cooper, 2008-07-24 This milestone handbook brings together an impressive collection of international contributions on micro research in organizational behavior Focusing on core micro organizational behaviour issues chapters cover key themes such as individual and group behaviour The SAGE Handbook of Organizational Behavior Volume One provides students and scholars with an insightful and wide reaching survey of the current state of the field and is an indispensable road map to the subject area The SAGE Handbook of Organizational Behavior Volume Two edited by Stewart R Clegg and Cary L Cooper draws together contributions from leading macro organizational behaviour scholars      **Framing and Managing Lean Organizations in the New Economy** Darina Lepadatu, Thomas Janoski, 2020-02-18 This book examines the dominance and significance of lean organizing in the international economy Scholars from each discipline see lean production as positive or negative the book blends theory with practice by sorting out these different academic views and revealing how lean is implemented in different ways The first part synthesizes academic research from a range of disciplines including engineering sociology and management to present the reader with an integrated understanding of the benefits and drawbacks of lean management The second part links this theory to practice with a set of case studies from companies like Apple Google Nike Toyota and Walmart that demonstrate how lean is implemented in a variety of settings The book concludes with three models explaining how Toyotism Nikefication with offshoring and Waltonism provide full or less complete models of lean production It clearly presents the positive and negative aspects of lean and insights into the culture of lean organizations With its rich interdisciplinary approach Framing and Managing Lean Organizations in the New Economy will benefit researchers and students across a range of classes from management sociology and public policy to engineering      **The Academy of Management Annals** James P. Walsh, Arthur P. Brief, 2007 Follows one guiding principle the advancement of knowledge is possible only by conducting a thorough examination of what is known and unknown in a given field This series includes reviews which are useful for ensuring the timeliness of advanced courses for designing investigative approaches

**Temporary Work and Human Resources Management** John Burgess, Julia Connell, 2006 This ebook examines a range of issue challenges and responses relating to temporary workers and human resource management Although the issues and challenges are significant including regulatory compliance and safety management there is a shortage of literature examining temporary work and HRM Although an OECD 2002 report suggested that there was a growing share of temporary employment in many countries worldwide this special issues drew research mainly from the UK and Australia The Guest Editor suggest that therefore considerable gaps exist in the international arena      *Research Handbook on Political Economy and Law* Ugo Mattei, John D. Haskell, 2015-11-27 Events such as the global financial crisis have helped reveal that the drivers and contours of governance on a national and international level remain a mystery in many respects This is so despite the

ever increasing complexity and sophistication in the management and understanding of economic legal and political spheres of global society Set in this context this timely Research Handbook is the first to explicitly address the constitutive relationship between law and political economy With scholarly contributions from diverse disciplinary and geographic backgrounds this authoritative book provides an expansive overview of the legal architecture of the global political economy It covers in three parts topics surrounding money and markets the relations of organization and commodities land and resources Scholars and policymakers as well as undergraduate and postgraduate law students interested in the intersection of socio political economic and legal dynamics of governance will find this book a thought provoking and insightful resource

Research Handbook on Law and Political Economy John D. Haskell, 2025-09-10 This thoroughly revised second edition examines the current state of literature in law and political economy drawing on scholarship across a variety of subject areas geographies and orientations Capturing recent developments in the field it expands upon the range of debates and themes explored by the previous edition to include growing cross disciplinary and cross jurisdictional perspectives **The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v** Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2021-08-04 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches *Managing the Contingent Work Force* Kelly Ann Daly, 1997 The SAGE Handbook of Industrial, Work & Organizational Psychology Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-04 The third volume in The SAGE Handbook of Industrial Organizational and Work Psychology concentrates on business decision making and the many factors influencing the adoption and implementation of IWO practices Chapter topics include utility assessments of interventions decision making errors in IWO systems large scale interventions and best practices reviews Volume Three offers a comprehensive overview of the field for anyone working in or studying managerial or organizational psychology **The Shadow Workforce** Sandra E. Gleason, 2006 This book provides an overview of the facts and issues of nonstandard employment in the countries where this labor market phenomenon has been most studied the United States Japan and the European Union **Contingent Employment in Europe and the United States** Ola Bergström, Donald W. Storrie, 2003

Bergstrom and Storrie are to be praised for what stands as a highly readable engaging account of the development of temporary work and also one that breaks new ground The focus here is not just on profiling national trends but also on locating them in a broader regulatory context At a time when even the most passive regulation is derided for undermining flexibility and holding back growth the insights contained in this book are of considerable value In my view Contingent Employment in Europe and the United States should be essential reading both for academics and policymakers Ian Kirkpatrick Industrial Relations Journal Contingent Employment in Europe and the United States examines the developments in labour markets in advanced economies in the 21st century as regards contingent employment This is defined as employment relationships that can be terminated with minimal costs within a predetermined period of time This includes fixed term contracts temporary agency work and self employment Contingent employment has been the subject of much legislative activity in the last decade at both the national and European level Temporary agency work in particular has recently been extensively deregulated in most European countries and currently we await the fate of a proposed EU directive on agency work The book is therefore highly topical

**I-deals** Denise Rousseau, 2015-02-12 Employees with valuable skills and a sense of their own worth can make their jobs pay perks and career opportunities different from those of their coworkers in subtle and not so subtle ways Work at home arrangements flexible hours special projects personally negotiated arrangements like these can be a valuable source of flexibility and personal satisfaction but at the risk of creating inequality and resentment by other employees This book shows how such individual arrangements can be made fair and acceptable to coworkers and beneficial to both the employee and the employer Written by the world's leading expert on the subject I-deals Idiosyncratic Deals Employees Bargain for Themselves challenges traditional notions that standardization is the way to create workplace justice The book is filled with real examples cases and supporting data It expands conventional ideas of workplace fairness provides details on the power that workers influence over their employment conditions and spells out how employees and employers can channel this influence into mutually beneficial innovations The book is must reading for students and scholars in the fields of human resource management and organizational behavior and for managers and employees everywhere

**Monthly Labor Review**, 1996-06 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

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