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Accommodating Fluctuations in Labor Requirements: What Do the Temp Workers Contribute?
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Within the past four decades the contingent employment industry had grown at a phenomenal rate in the United States. Contingent employment now comprises more than 4.1 percent of the labor force and presently the Temporary Employment Agencies alone, place over 2.5 million temp workers daily throughout the entire economy. Recruiting temp workers through the temporary help services, provides the employers with a unique opportunity to enjoy from hiring screened labor skills without having to sustain costs of training or organizational costs of maintaining long-term ties to an otherwise traditionally permanent internal work force.

Although it may appear that temporary work is more beneficial for the employers rather than the employees, many individuals choose temp jobs because of scheduling flexibility and the opportunity to gain a myriad of market experiences. While these temps often forego the wages and benefits that their permanent counterparts may secure, they report satisfaction from gaining new proficiencies by engaging in challenging projects, working for a variety of clientele, and after all, the opportunity to spend more time participating in non-work activities.

The information and discussions presented in this paper were developed from an in-depth research of scholarly academic journals and online news articles. We also examine the changing profile of workers in the United States who choose to enter the temporary workforce and their major motivations to remain contingent. Additionally, we explain the benefits that client firms gain from employing the temps. Finally, we discuss possible benefits and drawbacks of temporary employment and comment on the popular but largely misguided perceptions surrounding this segment of the workforce.