

A Temporary Fix is Sometimes Better than a Full-Time Hire

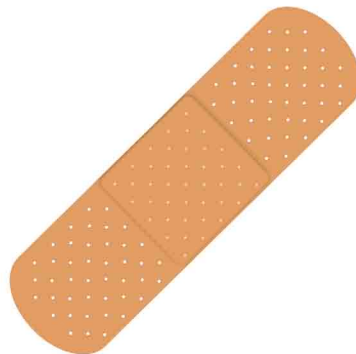
Question:

Should I hire full-time staff or temporary employees?

Answer:

Unnecessary hires can cost thousands of dollars. At the same time, profitable opportunities often require staff increases to complete the job. Use these tips to decide whether permanent or temporary staffing is your best solution:

- **Take note of how often deadlines are missed.** If the answer is daily or weekly, a permanent hire might be necessary to meet commitments.
- **Keep temporary employees temporary.** Consider permanent positions if temporary employees are continually hired for the same job or stay onboard beyond six months.



- **Monitor overtime costs.** A significant increase in overtime cost is a cue to bring in permanent talent.
- **Evaluate the learning curve.** Permanent hires reduce the lag in productivity that results each time a contract staffer is brought in to do work.

Question:

My co-workers are all temporary staff. How do I become permanent?

Answer:

Businesses hire temporary work force for a variety of reasons. Sometimes these positions lead to full-time opportunities. Here are a few tips to increase your value in the company and improve your chances of staying on permanently:

- Temporary staff are often hired to alleviate overworked employees. Cover

the everyday duties assigned to you so co-workers learn to depend on your help.

- Track your activities in a daily time log and use the record to evaluate your critical contributions to the company.
- Notice how long you've been working in a particular position. If you're needed in one spot for more than six months, suggest that the company hire you permanently.
- Point out the learning curve required for the position you filled. It might be worthwhile for the company to bring you in full time to eliminate a productivity gap resulting from rapid turnover of temporary employees.



Patrick B. Ropella
Chairman & CEO, Ropella
Tel: (850) 983-4777
Web: www.Ropella.com

Patrick Ropella is Chairman & CEO of the Ropella Group an international Executive Search, Leadership Transformation, and Corporate Consulting firm. He authored the book and web-based training program, *The Right Hire – Mastering the Art of SMART Talent Management*, and has seen his content featured in many trade magazines, business publications, and industry journals. Patrick regularly speaks at webinars, career fairs, and conferences.