

Five Ways Temporary Employees Increase Productivity



With the Great Resignation keeping talent pools limited, many companies are struggling to keep up with demand. Perhaps you've been asking your employees to work too much overtime or you've been asking workers to take care of tasks they're not trained for because you don't have anyone else who can cover that area. Or maybe with the busy season, your company can't afford to shut down production lines or other processes essential for meeting your goals. If you stretch your current staff too thin, you risk losing them to burnout or to another company. To assist your full-time workforce, it may be time to implement temporary workers.

Here are five ways temporary staff can help your business increase its productivity.



Effective Workload Management

Companies can often find it challenging to manage workloads and effectively administer daily tasks. Your employees might be spending too much time entering data from receipts to an excel spreadsheet or navigating between multiple systems can disrupt staff from the primary responsibilities of their jobs, which may cause a delay in projects.

If your current team is spending too much time on administrative duties, consider hiring temporary employees to handle these responsibilities. Your staff will be able to spend less time on admin and more time doing what they do best.

Manage Rapid Growth

When growth is rapid, staffing services can relieve the burden created by new employees. Hiring new full-time employees is risky if you're unsure if the growth can be sustained long-term. When your organization is growing, you don't want to add new full-time employees until you're sure that the business can handle it. Hiring temporary staff is a way to "test the waters" and determine if that's the right fit.

For instance, temporary workers can help you experiment if the organization needs to hire ten new employees within a year. This will give you a better idea of how much work is involved in onboarding new hires and whether or not you'll need to hire full-time employees after the temporary ones leave. If you find temporary staff members who are a good fit for your workplace, you could consider hiring them as full-time employees.

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Overcome Talent Shortages

It's no secret that it's been difficult to find qualified people during the current talent shortage. Organizations may be able to fix the problem temporarily by hiring employees from a staffing company specializing in your industry. A staffing agency can provide eligible workers with the skills and experience the job requires.

The right candidate can help your business overcome talent shortages and keep your business strong. Temporary employees who exceed company expectations while on assignment may be offered a permanent position; which allows organizations to hire already trained and up to speed team members.

Reduce Overtime and Prevent Burnout

Overtime or extra working hours are sometimes unavoidable, and there are times when you have to require your employees to take on more work beyond their normal hours. However, overworking employees can cause a decrease in productivity and even burnout, which can be counterproductive to the organization's bottom line.

Temporary employees can help prevent burnout by giving your current staff members time off. This not only gives them a break from the work they're doing now, but it also allows them to recharge and be ready when increased needs arise.

Increase Capacity

Hiring someone on a short-term or temporary basis gives you the flexibility to expand your workforce as your organization needs it and gives you time to evaluate whether that extra help will be required long-term.

Temporary workers are also beneficial if you're faced with an unexpected spike in demand, like during the holidays or seasonal needs. They're great for seasonal work, or, if you have a major project coming up, bringing on additional staff for the duration can help ensure that it gets done on time and within budget.

Temporary staffing is becoming a widespread recruitment solution, especially for businesses experiencing growth. Companies that outsource employment must consider how to best utilize the temporary workforce to increase productivity, efficiency, and overall work quality. They can help enhance the productivity of a business through effective workload management, reducing burnout, and mitigating talent shortages. In some cases, temp workers can help with capacity issues or provide coverage during times of peak activity or absence for other employees.

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But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.



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