

PART-TIME WORKING

ABSTRACT

Understand the benefits, jobs, and people side and avoid the problems

Motivation Matters Limited



Q. Can businesses benefit from part-time working?

- A It can be a major recruitment aid. There is a pool of people seeking part-time work and if you can adapt to their needs, they can be particularly loyal.
- A Clearly having two or more people for every job does increase the HR administration load.
- A The people management task is multiplied and made more difficult by short attendance hours.
- A If you can truly gain the commitment of your people, through good motivation management, then you stand to gain a lot. Instead of getting one head with every pair of hands you get two!
- A Flexibility can be a big advantage too if the organisation needs it. If you have part-timers working over the week then you can readily increase capacity by 100%, with prior agreement of course. You ask people to work 30 hours instead of 15 for a while. It is not possible to ask people to work 74 hours a week!
- A Agreements can be made to cover for holiday and other absence periods.

Q. Which jobs does it work best for?

- A It is not suitable for jobs with a high strategic decision making content. You may end up with the multiple job holders disagreeing about strategy and the decision changing several times a week! This is the barrier that inhibits part-timers rising high in organisations.
- A Jobs which require high levels of intra-organisation communication and management demand people be available when needed. This leads to the 60 hour week syndrome and is far removed from a part-time role.

Q. Is it just preserve of working mums?

- A No! There are people of all ages and skills with a portfolio of jobs.
- A As we “boomers” reach retirement age and discover our pensions have been taxed to oblivion then more of us will be looking for part-time work, or even many part-time jobs!
- A There are many nominally self-employed business people who are in fact “portfolio workers”.
- A Our neighbour’s son-in-law to be is an artist. He has had a write up in The Telegraph and is getting good exposure. To make ends meet he works in a shop and runs his own gardening business.





Q. Do you have any cautionary tales?

- A I'm aware that a High Street bank had a particular problem with their part-timers feeling isolated from the Bank. They had not allowed enough time away from the cashier's desk to communicate with them. They came into work, straight onto the tills and then straight home. They gave the corresponding quality of Customer service.
- A On the positive side, some part-timers are a positive boon. I had a budget for a half-time maintenance person. I wanted someone good with mechanical and electrical tooling and preferably past retirement so we had no long term obligations (different now of course). We did not want to pay much either! We advertised in the local paper and got a response from a retired guy who used to work for Cable & Wireless. They sent him to run their installations on islands around the world. Give him a lathe and a coconut and he could make anything. He enjoyed the job so much that when we couldn't afford to pay him for a while, he offered to do the job without payment! Can you imagine how motivated this fellow was, how much he put into his work and how much he was worth to us!
- A There are a lot of very skilled people out there, looking for part-time work, for their own very good domestic reasons. You need to ensure that the job requirements are clearly defined and the job-split is workable. Just filling a full-time post with two or more part-timers will not work. There are additional management tasks needed to cope with part-timers, but it can be very worthwhile. There is a pool of talent eager to work, waiting for the right opportunity.

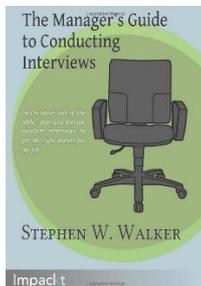
Conclusion

Recruiting part-time workers is a competitive advantage providing you do it for the right jobs, specify the tasks and skills and, of course, get the right people.





Further Reading



“The Manager's Guide to Conducting Interviews”

Available through Amazon <http://amzn.to/1EsWYYm>

MOTIVATION MATTERS LIMITED

VISION

Inspiring good management, and thus achievement, within organizations will improve employee attitudes, engagement and job satisfaction to create stronger companies with more productive people.

More productive companies build competitive advantage creating a sustainable business with safe growth, healthy profits, secure well paid jobs and contribute to the well-being of the UK.

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