

# Hidden Faces of Nonstandard Employment: Understanding the Impact of Contingent, Part-time, and Temporary Work on Employees

Cassandra Beckworth with Faculty Advisor Nels Paulson, University of Wisconsin-Stout

## Filling in the Gap: Objective and Significance

### What is Nonstandard Employment?

- Any work that is not classified as full-time and does not offer benefits such as healthcare (Contingent, Part-time, Temporary, Externalized)
- Term "nonstandard employment" developed by Kalleberg (2010) in an attempt to clarify and unite multiple definition
- Several reasons why employers benefit from choosing nonstandard including reduction of employment costs, response to external environment, access to particular skill set and growing demand in industry

### Why is this research important?

- Add 631,300 jobs by 2020 (Henderson, 2012)
- Lack of research and understanding about employees
- Better understanding will give insight as industry grows and an increasing number of individuals become involved in nonstandard employment
- Eliminate discrimination, if any

### Research Questions

- What types of individuals fulfill nonstandard employment positions?
- What characteristics are needed to succeed in nonstandard employment?

### Previous Research

- Suggests nonstandard employees are marginalized and lack solidarity

### Method

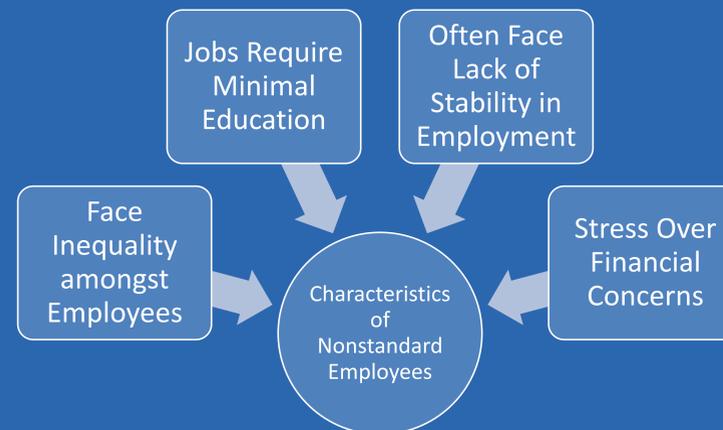


- Adults involved in temporary and part-time employment
- Participants primarily involved in customer service and manufacturing

- Recording device and transcription methods
- Interview Schedules

- Informed consent
- Interviews conducted in private and public settings
- Transcribed interviews and used qualitative coding

## Results: "I don't like my job, but I still do it."



### Theoretical Framework: Explaining Phenomena

- |  |  |
|--|--|
| <p><b>Mead and the Generalized Other</b></p> <ul style="list-style-type: none"> <li>• Individuals are the product of social interaction</li> <li>• To develop and apply oneself there needs to be social interaction and thorough understanding of those interactions</li> </ul>   | <p><b>Durkheim and Solidarity</b></p> <ul style="list-style-type: none"> <li>• Mechanical Solidarity in Labor: People feel united when practicing similar jobs</li> <li>• Organic Solidarity in Labor: People feel united through specialized of jobs and interaction between the different occupations</li> </ul>   |
| <p><b>Applying Theory</b></p> <ul style="list-style-type: none"> <li>• Lack of stability, education requirements, and inequality</li> <li>• Nonstandard employment is often viewed as being temporary</li> <li>• Employees do not view this as permanent job</li> <li>• Generalized Other: Create confusion about what their role is in the "game"</li> <li>• Employees often have trouble identifying with one another and those outside of their own groups</li> <li>• Part-time and Full-time inequality</li> </ul> | <p><b>Applying Theory</b></p> <ul style="list-style-type: none"> <li>• Financial concerns, lack of stability and inequality</li> <li>• Lack of solidarity</li> <li>• Nonstandard employment not ideal job and employees are finding it hard to break into social structure</li> <li>• Not sure where they fit in</li> <li>• Hard to relate to others</li> <li>• Leave job to go elsewhere or unable to keep job for long period of time</li> </ul> |

### "Breaking out of the Circle:" Understanding Financial Concerns and Education Requirements

#### Stress Over Financial Concerns

- Individuals choose this type of employment to relieve some stress from financial concerns
- Majority rely on governmental assistance or have in past
- Main providers for their homes
- Nonstandard employment is not ideal job: Money earned does not make up for lack of benefits

#### Jobs Require Minimal Education

- Individuals have the required skills or can easily be trained to do the work
  - Majority of those interviewed only have high school diplomas (Only a few are continuing education)
  - Several expressed that while they wanted to possibly continue education, not the highest priority at this point in time
- "I was going to go to college for a bit but then dropped out because earning money became more important at the time. I plan on going back but right now money as more value." Participant A

### "A Bigger Cabin across the Woods:" Analyzing Instability and Inequality in the Workplace

#### Face Inequality between Employees

- Unable to relate to other workers
  - Feel negative stigma and stereotype that is often associated with part-time workers
- "I work faster than any of the full-timers so when I get done early and am seen doing nothing, they think I'm the one being lazy." Participant B

#### Lack of Stability in Employment

- Hard to find steady or ideal employment with same or higher pay
  - Participants do not view nonstandard employment as permanent job
- "I don't see myself here in five years...I'd like to have something better." Participant C
- Characterized by sporadic and sometimes hard to predict employment patterns
    - Requires flexibility, understanding, and willingness to be quickly and easily moved to another job or replaced