

Employment Type as Predictor of Employees' Well-being



BACKGROUND

- The market has become more **competitive**, and businesses need to adjust their resources based on the market
- The needed **flexibility** for labour resources could be achieved through temporary employment
- Such employment with its specific **characteristics** does not appeal to employees, and it impacts employees
- Findings regarding the impact of temporary employment on employees' well-being are **contradictory**

METHOD



Year 2015



35 European Countries



Interview 44000 Workers

RESEARCH QUESTIONS AND FINDINGS

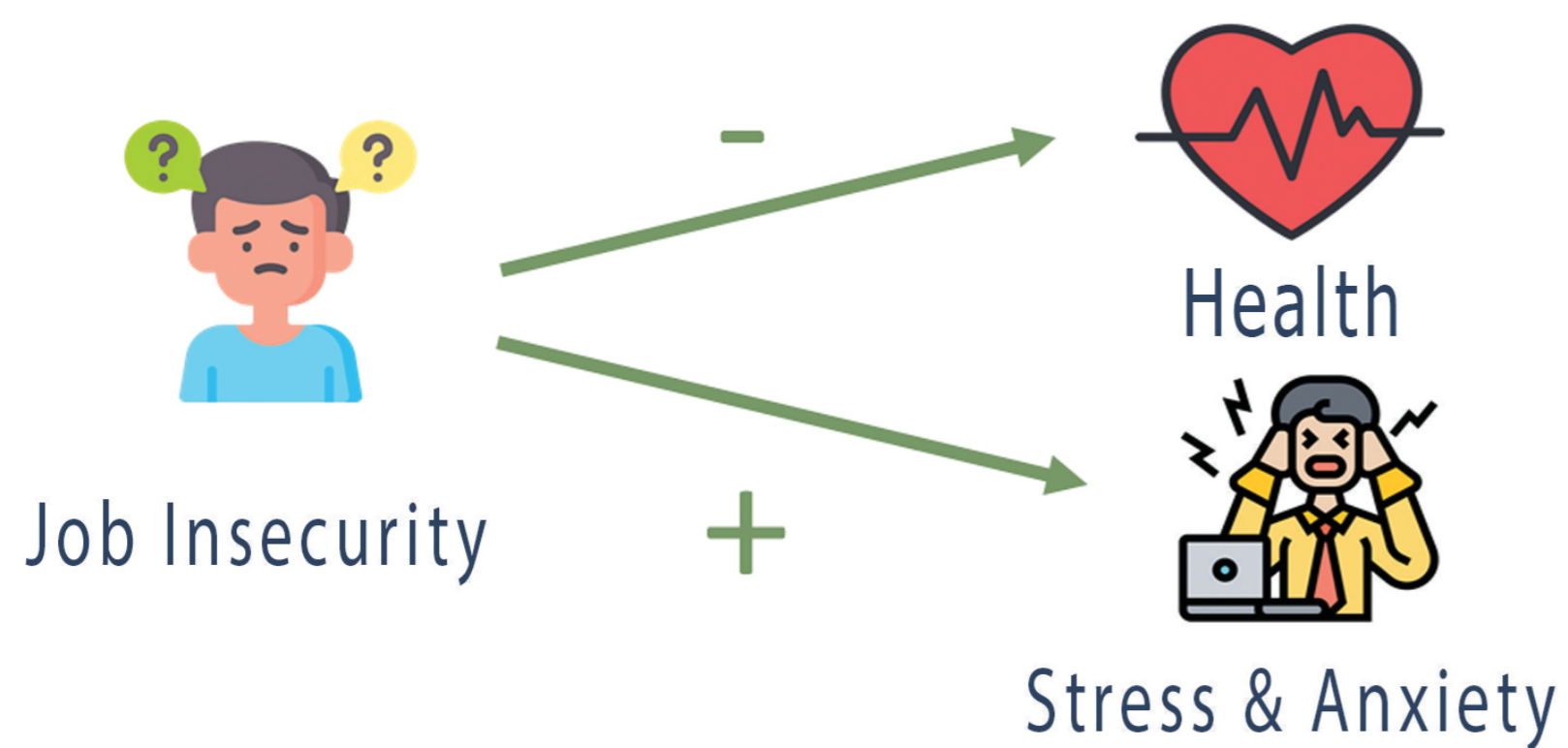
(A) Does employment under a temporary contract induce **job insecurity** in workers?



Factors influencing this relationship:

Age - Work Experience
Restructuring - Training - Motivation

(B) Is experiencing job insecurity deteriorating the **general health** of employees?



Factors influencing this relationship:

Age - Gender - Education
Restructuring - Motivation

(C) Do temporary employees experience worse **well-being** compared to permanent workers?



Factors influencing this relationship:

Age - Gender - Immigration
Restructuring - Motivation

RECOMMENDATION

- Offer on-the-job **training** to reduce job insecurity
- Keep workers **motivated** by providing sufficient support and feedback in order to reduce their stress and anxiety
- Consider employees' well-being during the development of **strategies** in the period of organizational change



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