

## **Why Use a Staffing Agency?**

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### **Using a staffing agency has many benefits for a business.**

Most businesses can use an extra set of hands to handle a big project or a new surge in business. But most are also reluctant to hire full-time staff. A staffing agency can provide temporary employees to help with a wide variety of business tasks. Working closely with the staffing agency, a hiring manager can ensure that temporary workers possess the needed skills, education and experience to meet the needs of the company.



Bringing in temporary workers to handle work overload can prevent employee burnout of full-time staff. When work schedules are overloaded, employees can quickly become unmotivated and overwhelmed. This can increase mistakes made as well as decrease productivity. Increased absenteeism is often a side effect when this occurs. By bringing in temporary staff to handle the extra work load, full-time employees can continue to focus on their main job tasks while maintaining their productivity.

### **Try Before You Buy**

Temporary employees give the business a chance to try out an employee before making a permanent offer of employment. In some cases, a person may have the experience and education for a job but simply does not mesh well with the business environment. Having the opportunity to have the person work on a temporary basis first gives the business a chance to evaluate how the person will fit in with the corporate culture and other employees. It also provides time to identify any weaknesses that would not typically be evident in the interview process.

### **Decrease Costs**

Temporary staff persons are employed by the staffing agency, not the business that is using their services. This can decrease the overall costs of the employee as the business does not have to provide benefits to a temporary staff member. In addition, bringing in temporary staff may reduce other overhead costs such as overtime for regular, full-time employees. While the per-hour cost may be more than the per-hour cost of a full-time employee, temporary staff can be used as needed without a commitment of a 40-hour workweek regardless of if the work exists to support it.

### **Avoid Unemployment Claims**

Because the temporary staff person is an employee of the staffing agency and not the business, there is no concern about the person filing for unemployment when their services are no longer needed by the business. This can also reduce overall operating costs for the business as the unemployment claims rate of the business will not be raised due to letting go of temporary staff. Human resources costs may also decrease as managers will not be spending multiple hours dealing with unemployment claims and the Department of Labor.

### **Increase Flexibility**

Temporary employees allow businesses to use staff as needed. Temporary employees can be brought in to cover the vacation of an employee or maternity leave. Many staffing agencies can provide employees in a wide variety of disciplines to meet all of the needs of the business. The business then has the flexibility to use the services of the temporary staff as needed, whether it is a few hours a week or on a full-time basis. Using a staffing agency can avoid the permanent commitment that a full-time employee requires, saving both time and money.