

Workshop Program

International developments in management and organization of temporary agency work Issues, questions and debates

Rotterdam School of Management, Erasmus University, Netherlands,
Monday 23 - Tuesday 24 June 2008

Objective: knowledge sharing, idea generation, discussing research agenda, forging relationships. The conference is organized for idea generation. Around each topic we want to stimulate discussion, sharing of information, building connections between researchers and with practice.

Format: around each of the themes we have academic presentations (often drawing on extensive research in a specific national context) followed by a discussion, where other participants are invited to indicate notions of the basic trends in other countries / contexts / from different stakeholder perspectives, also adding practitioner experience and/or theoretic notions drawing on their experiences. Aim is to maximize variation / i.e. thought stimulation per topic.

The key speakers present the central findings from their research creating the basis for an open discussion and sharing of ideas related to the themes addressed. Presentations should be based in substantive research, emphasizing main findings and implications for further research. We aim to have short presentations and lots of discussion.

General issues that we address for each theme:

- How do different views enrich our understanding of issues with and possibilities of temporary agency work?
- Can we understand the variation of dynamics affecting effectively managing and organizing temporary agency work in different contexts?
- Best practices from different national contexts? Need (and possibilities) for translation between contexts?
- How do / can these studies of management and organization of TAW contribute to the broader development of Organization theory?

Broad themes:

Day 1

- Organization of the triangular employment relationship, evolving HR practices and outcomes (sick leave, employee turnover, productivity etc.)
- Management of the triangular employment relationship and effects on work perceptions and attitudes (employment relationship, psychological contract, issues of identity & identification, etc.)
- Creating and developing the market. National embedding and evolving identities of temporary agency work in national labour markets (e.g. market creation and institutional entrepreneurship, role in regulation and self-regulation, historical development and evolving national identities of temporary agency work)

Day 2

- Strategic possibilities and considerations, evolving business models and the triangular employment relationship (HR outsourcing, non-standard employment relations, evolving public-private cooperation)
- Issues and paradoxes for management and organization of temporary agency work (flexibility and security, strategic responses to cyclicity, trust and flexibility, transactional and relational, etc.)

This workshop is organized at Erasmus Research Institute of Management, the research institute of the Rotterdam School of Management in cooperation with Randstad and Vedior.

Contact:

Dr Bas Koene
Rotterdam School of Management
Erasmus University Rotterdam
bkoene@rsm.nl

Day 1, Monday 23 June

- 9.00 Registration
- 9.30 Introduction to the workshop Bas Koene and Pursey Heugens
- 9.45 Annemarie Muntz, Vedio, Eurociett
Relevance of extending research on temporary agency work

Theme 1 Perspectives on Organizing and Managing Temporary Agency Work

Organizing the triangular employment relationship

- 10.00 Isabelle Fernandez-Mateo, London Business School, UK
Understanding triadic employment relationships; role of intermediary companies in economic exchange; who pays the price of brokerage?
- 10.20 Dick de Gilder, Free University, Netherlands
Temporary Agency Work and identity issues
- 10.40 Anneke Goudswaard and Jan de Leede, TNO Work & Employment, Netherlands
Organizing strategic partnership TWAs and client organizations
- 11.00 General discussion, comparison with other countries, notable issues themes
- 11.20 Coffee break

Managing the triangular employment relationship

- 11.40 Nathalie Galais, Germany, University Erlangen-Nürnberg, Germany
From temporary to permanent employment: Dealing with individual differences
- 12.00 Maria José Chambel, University of Lisbon, Portugal
Double employment relationship in TAW: Psychological contract, organizational support and affective commitment to client and to agency
- 12.20 Nicole Torka, TU Twente, Netherlands
Temporary workers, the nature of their work commitment
- 12.40 General discussion, comparison with other countries, notable issues themes
- 13.00 LUNCH

Theme 2 Creating and developing the market

National differences

- 14.30 Kevin Ward, University of Manchester, UK
Flexibility in action: the temporary staffing industry and labor market restructuring in the Czech Republic and Poland
- 14.50 Cathel Kornig, LEST Aix-en-Provence, France, and François Michon, Centre d'Économie de la Sorbonne, France
The origins of temporary agency work in Europe; historical development of temporary agency work in France
- 15.10 General discussion, comparison with other countries, notable issues themes
- 15.30 Els Sol, University of Amsterdam, Netherlands
Tempworkresearch.com
- 15.40 Coffee break

Developing the market for TAW

- 16.10 Christina Garsten, Stockholm Center for Organizational Research, Sweden
The social construction of a "flexible workforce": TWAs, transnational influences and state regulations, an ethnographic perspective
- 16.30 Ida Regalia, University of Milan, Italy
Employment and the organization of work in Italy, Italian issues around management and organization of temporary agency work
- 16.50 Denis Pennel, Ciett Managing Director
Opportunities for development of TAW in various national context: A European perspective
- 17.10 General discussion, comparison with other countries, notable issues themes
- 17.40 Closing
- 19.10 Watertaxi departing from 'Watertoren'
- 19.30 Dinner Hotel New York

Day 2, Tuesday 24 June

Theme 3 Strategic possibilities and considerations

Business models in the TWA industry

- 9.00 Lars Walter, Gothenburg University, Sweden
Temporary Work Agencies in Sweden, creating a market for TAW
- 9.20 Sylwia Przytuła, Wrocław University of Economics, Poland
Perspectives and issues for Temporary Work Agencies in Poland
- 9.40 Torstein Nesheim, Institute for research in Economics and Business Administration, Norway
Externalizing the Core: firms use of employment intermediaries in the ICT industries
- 10.00 General discussion, comparison with other countries, notable issues themes
- 10.20 Coffee break

Evolving possibilities of TAW

- 10.40 Silvia Dorado, University of Rhode Island, USA
Non-standard employment relations; preliminary findings on US alternative staffing models for inclusion of disadvantaged workers
- 11.00 Shahzad Ansari and Bas Koene, Rotterdam School of Management, Netherlands
Institutionalization of the TWA industry and evolving institutional action: possibilities to broaden the scope and solve lingering problems?
- 11.20 Axel Haunschild, Trier University, Germany
What supports the individualized employment relationship? Experience from the creative industries
- 11.40 General discussion, comparison with other countries, notable issues and themes
- 12.00 LUNCH

Theme 4 issues and paradoxes

- 14.00 Ton Wilthagen, OSA Tilburg University, Netherlands
Flexicurity, signs of a workplace revolution?
- 14.20 François Pichault, Liege, LENTIC, Belgium
Flexibility and security: micro-perspectives on dealing with Flexicurity
- 14.40 John Purcell, Warwick Business School and ACAS, UK
Evolving regulation, temporary agency work, and Strategic HRM
- 15.00 General discussion, comparison with other countries, notable issues themes
- 15.30 Closing comments Bas Koene, Rotterdam School of Management, Netherlands
- 15.45 Closing by Fred van Haasteren, Randstad Holding
- 16.00 Drinks