



PRIDESTAFF

How to Boost Workplace
Performance (and Profit!)
Through Temporary Employees

NEED TO GET **MORE DONE?**

Of course you do – who doesn't? After all, maximum team productivity leads to maximum organizational profitability. But if your team is spinning its wheels, breaking through can sometimes feel like an insurmountable task.

If you've got a strong team in place, but you need to amp things up to boost productivity and profitability, skilled temporary employees can be your key to improving workflow, hitting your deadlines and boosting the bottom line.

Ready to learn how?





TAKE CONTROL OF VARIABLE LABOR COSTS

Labor is often the biggest line item on an organization's P&L statement. Moreover, labor is an extremely variable cost, making it difficult to plan and budget throughout the year. One miscalculation can cut into your year-end numbers.

A planned, strategic staffing model leveraging temporary employees can help leaders take control of this wildly variable cost structure by:

- Forecasting staffing needs in advance, allowing ample time to ramp up and ramp down.
- Reducing full-time headcount throughout the year to maintain steady productivity.
- Leveraging trained, seasonal and short-term staff who can step in and hit the ground running on demand.

A strategic staffing partner can help design a planned staffing model based on your unique needs, making your organization lean and agile by converting variable costs to fixed costs. The right staffing plan not only maintains productivity, but boosts it, generating higher output and positively impacting the bottom line.

OVERTIME BY THE NUMBERS

\$30 PER HOUR =

The cost of the typical American worker, according to the Bureau of Labor Statistics.

OF THAT \$30:

70% = wages

30% = benefits

Overtime costs are a minimum of 1.5 times an employee's total hourly cost.

Output at 70 hours per week is equal to output at 50 hours per week, meaning you are not getting more done.

How much is overtime costing you in productivity and dollars?

IMPROVE PRODUCTIVITY BY REDUCING OVERTIME

The way many companies approach deadlines is to implement an all-hands-on-deck mandatory overtime policy.

While overtime can be a simple solution and a great opportunity for hourly employees to earn extra money, too much overtime spells trouble. Humans have a limited amount of energy in any given day, and at some point, their proverbial tanks run out of gas.

Studies have shown¹:

- Employees who work more than 50 hours per week are less productive than those who work 40.
- Output at 70 hours per week is equal to output at 50 hours per week, rendering the overtime essentially pointless.

Leveraging skilled temporary workers when you're under a tight deadline or managing an increase in work can take the pressure off your existing team, ensuring maximum output across the board.

¹ <https://www.economist.com/blogs/freeexchange/2014/12/working-hours>



REDUCE BURNOUT AND IMPROVE ENGAGEMENT

Too much overtime doesn't just cost you money and productivity. Ultimately, it can cost you your best employees. The fact is, long-term mandatory overtime leads to burnout.

Burned out employees produce less work, at lower quality and eventually disengage from their work altogether.



SIGNS OF **BURNOUT**:

- **Absenteeism:** A sudden spike in sick days, unscheduled absences and tardiness are important red flags.
- **Conflict:** Burned out people are cranky, and it can lead to conflict among co-workers.
- **Poor Attitude:** Overwhelmed workers can be cynical, insubordinate and extremely negative.
- **Apathy:** Employees who stop trying to do their best are probably on their way out the door.

Burned out employees are not productive employees. They are simply too tired, stressed and disgruntled to produce their best work, damaging productivity and profits.

It is important to remember stress and pressure can't always be avoided, burnout is completely preventable through the strategic use of skilled temporary employees to help manage workloads and reduce stress.



CONTROL THE HIGH COST OF TURNOVER

In some industries, turnover is accepted as part of the cost of doing business. But high turnover can bleed your labor costs, cutting into profits and negatively impacting productivity.

Consider these costs to replace employees²:

- Entry-level jobs paying less than \$30,000 per year: 16% of the annual salary for the job. Replacing a \$10-per-hour employee would cost \$3,328.
- Midrange jobs paying \$30,000 - \$50,000 per year: 20% of annual salary for the job. Replacing a person earning \$40,000 would cost \$8,000.

If your business has a revolving door, you will be in a constant cycle of losing money as you chase after new employees. A strategic staffing partner can help you navigate periods of high turnover with skilled temporary workers who can keep things humming.

²<https://www.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>



ELIMINATE THE HIDDEN COSTS OF TURNOVER

The high costs of turnover aren't just associated with the recruiting and hiring process. A revolving door also has a negative impact on your staff.

Companies with high turnover rates:

- Experience lower morale
- Produce less
- Have difficulty attracting high-quality candidates

Unfilled positions mean your existing staff must pick up the slack, leading to overtime and potential burnout. It is also difficult for groups in a constant state of flux to build a team dynamic, which further impacts their effectiveness.

Trained and vetted temporary workers can pick up the slack if you're experiencing turnover, allowing your teams to get more done in 40 hours while you focus on building your team and correcting the core issues that are contributing to turnover.



SHIFT ADMINISTRATIVE BURDEN

As we know, hiring a new employee is expensive. In periods of high demand, it can be tempting to ramp up your full-time staff. But if that demand isn't sustained, you'll eventually have to let those people go. When work piles up again, you'll be back in the same cycle, straining your hiring team, reducing resources and increasing the total cost of your workforce.

It is wise to work with a strategic staffing partner to determine whether you truly need full-time employees during periods of high demand, or if you can benefit from skilled contingent workers for short period of time.

When you work with a staffing firm to build your workforce, all administrative costs associated with those employees shift to your partner, including recruiting, hiring, payroll and benefits.



REDUCE TEMPORARY COSTS (WITHOUT IMPACTING QUALITY)

Training full-time employees can be costly. Not only are the programs themselves expensive, but training takes employees away from their daily tasks, which can impact deadlines and productivity.

Leveraging skilled temporary employees can help you:

- Control training costs
- Reduce downtime
- Improve quality
- Increase productivity

The right staffing partner can help you quickly access skilled candidates who are trained in the core competencies you need, allowing your training budget to stay lean, but effective.



CONTROL HIRING COSTS THROUGH REDUCED RISK

A bad hire is a costly hire. Multiple bad hires throughout the course of a year can take a big bite out of your bottom line.

A strong staffing partner helps you control costs, improve the speed and accuracy of new hires and reduce overall hiring risk. A high-performance staffing partner cultivates a skilled temporary talent pool through strategies like:

- A continual recruiting process to build a pipeline of vetted, talented workers ready to step up when called.
- Building loyalty among the temporary pool through high-quality opportunities, treating them well, and providing benefits.
- Leveraging feedback to help temporary employees improve over time.
- Focusing on matching businesses with workers who fit in well with their teams.



STAY FOCUSED ON CORE COMPETENCIES

It's not just access to skilled temporary workers that boosts productivity and profitability. You must have a plan in place to distribute work accordingly to get the maximum output across the board.

A strategic staffing plan takes your entire workflow into account. Your staffing partner can help you determine which tasks and responsibilities can best be handled by temporary workers and for how long. Strong plans allow you to keep your permanent staff focused on their core competencies, rather than wasting their time with tasks outside their wheelhouse.

This type of forward-thinking also ensures that every temporary worker starts with a clear set of tasks and responsibilities, so they know exactly what they need to do to succeed in their assignment, helping boost ROI.

THE RIGHT STAFFING PARTNER **MAKES ALL THE DIFFERENCE**

If you are ready to start doing more and exceeding your goals, partner with the strategic staffing experts at PrideStaff. Our expert team will help you leverage skilled temporary workers who will keep output high, so you can stay focused on your goals.

At PrideStaff, we help businesses of all sizes overcome their recruiting and staffing challenges.

Our solutions are tailored to your specific needs, and our strategic plans will help you:



- REDUCE PERSONNEL EXPENSES
- REDUCE UNEMPLOYMENT LIABILITY
- CONTROL COSTS
- MEET PROJECT DEADLINES
- MINIMIZE EMPLOYMENT RISKS
- MANAGE RESOURCE CONSTRAINTS
- STAY FOCUSED ON TOP PRIORITIES
- AVOID HIRING MISTAKES
- REDUCE TURNOVER
- IMPROVE MORALE
- INCREASE PRODUCTIVITY
- IMPROVE PROFITABILITY

If you're ready to start decreasing overhead, reach out to the experts at PrideStaff today.

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