

Temporary agency work: condition for multiple commitments

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Bundesministerium
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Balance von
Flexibilität und Stabilität



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Wissen
lockt.
Seit 1456

1. Commitment: a particular bond to a target (Klein, Molloy, Brinsfield – under review)
2. Exchange-framework: value and grade of functioning
3. Research-results

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Critiques on the TCM (Meyer & Allen; Meyer & Herscovitch)

- Jaros (2009), Ko, Price & Mueller(1997), Swailes (2002)

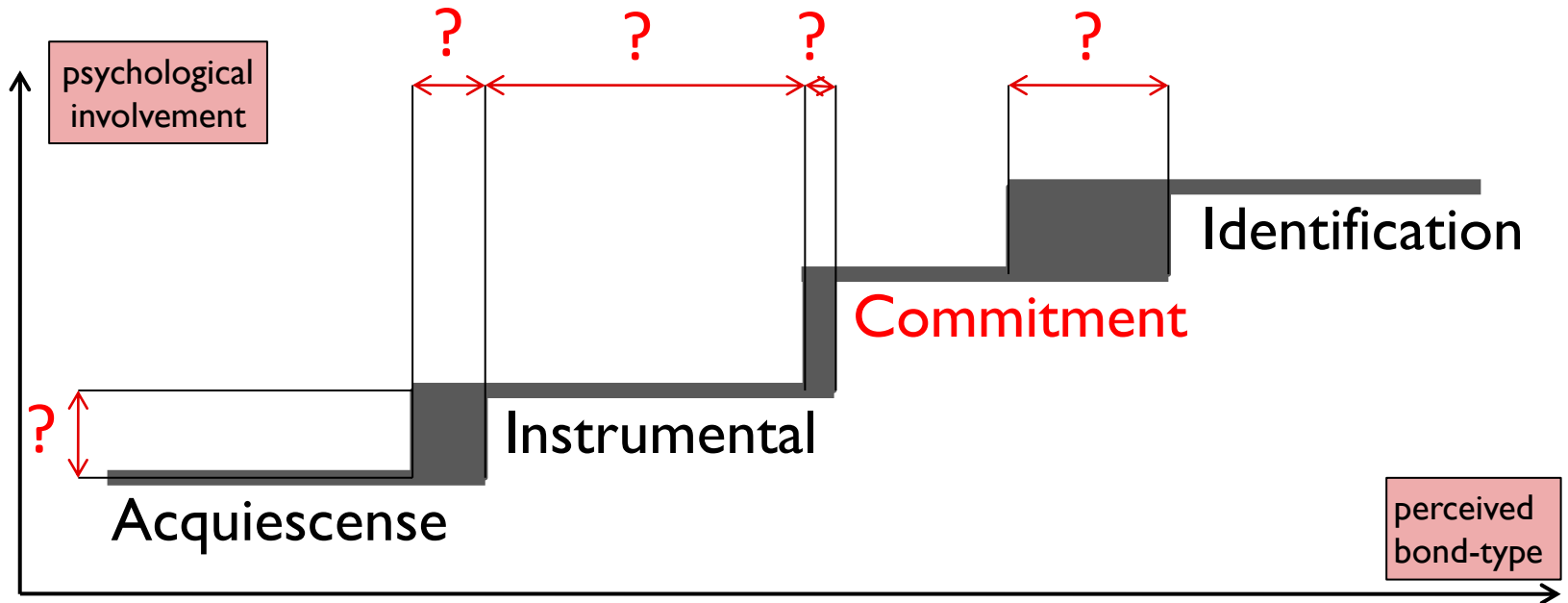
Reconceptualizations since the TCM

- Cohen (2007), Solinger, van Olffen & Roe(2008)

Klein, Molloy & Brinsfield (under review):

- Distinction of Commitment from related constructs
- Construct clarity: Commitment as a particular bond

Model by Klein, Molloy & Brinsfield

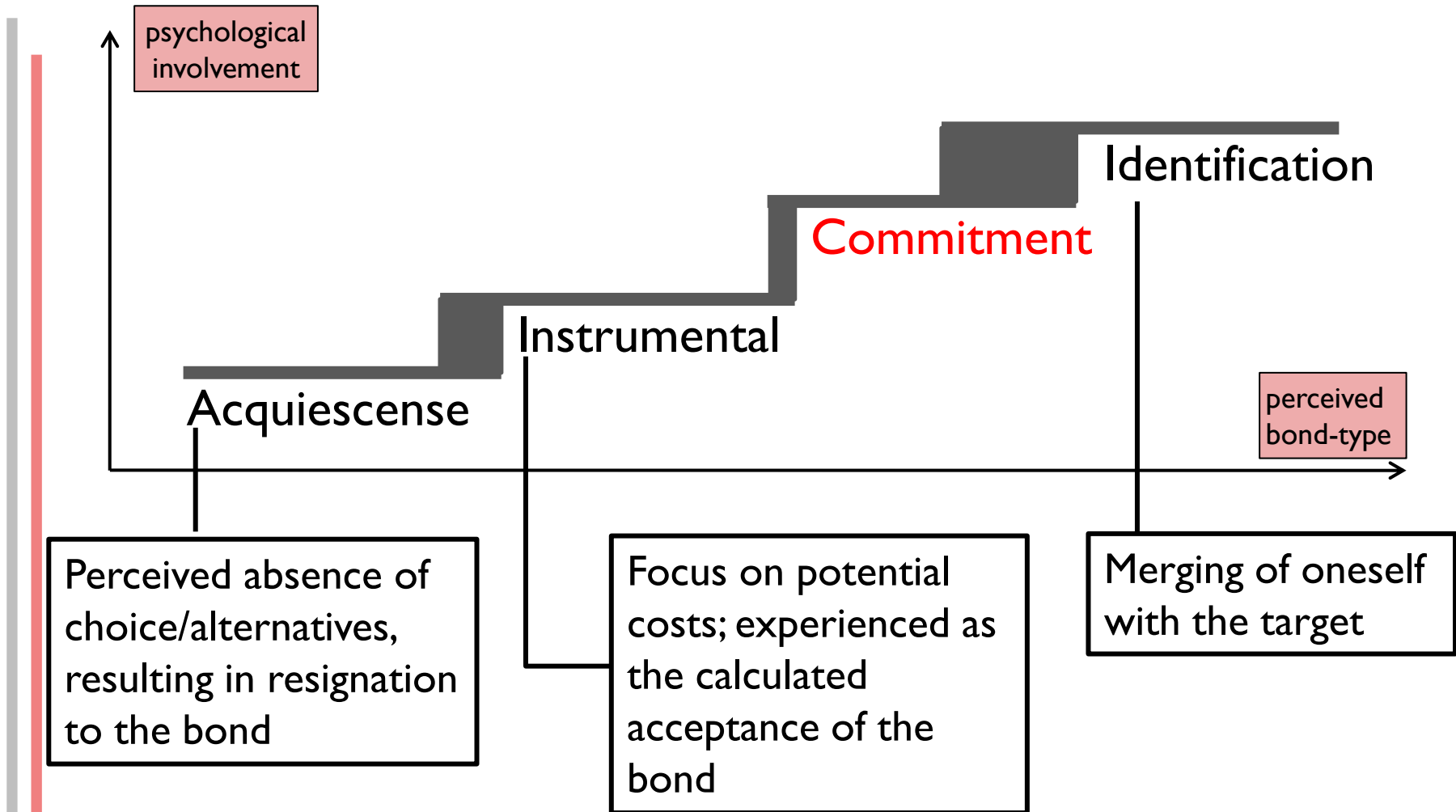


Commitment is a particular bond, reflecting one's dedication to a target.

→ What is meant by dedication?

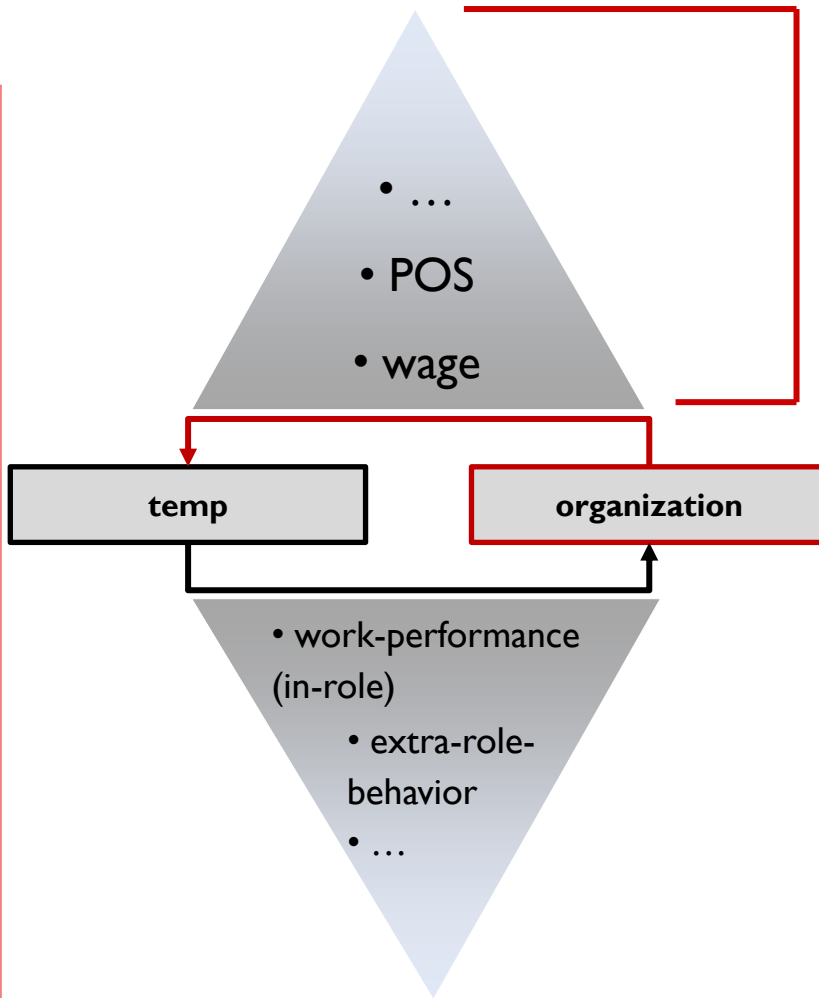
- assure your own energy to a certain target and accept responsibility

Model by Klein, Molloy & Brinsfield



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Exchange-framework



What are the **trade-offs** a temp does receive from a organization ?

To what **extend** does a temp receive the trade-offs ?

How **important** are the trade-offs?

What is the **subjective value** of an organization ?

Measured trade-offs

Agency		Client
Training opportunities	economical	Training opportunities
Preservation of skills		Preservation of skills
Fair pay		Fair pay
Placement in client-organizations		Satisfying job
Job security		Opportunity for hiring
Support with the coordination of work an private life	social	Support with work problems
Appreciation		Appreciation
Interest in the temps' well-being in the client-organization		Interest in well-being
		Equal-treatment besides pay (compared to core workers)

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(1) Measuring the value of an exchange party:

- (**E**) To what extent do you receive the trade-off?
- (**I**) How important is this certain trade-off for you?
- (**eE**) To what extent do you expect this certain trade-off in the future?

$$\text{Value of an exchange party} = \sum (\mathbf{E}_i \times \mathbf{I}_i \times \mathbf{eE}_i)$$

(2) Measuring the grade of functioning:

- (**D**) As measured by your expectation of your agency/client, to what extent do you receive this certain trade-off?

$$\text{Grade of functioning} = \sum (\mathbf{D}_i \times \mathbf{I}_i)$$

Agency

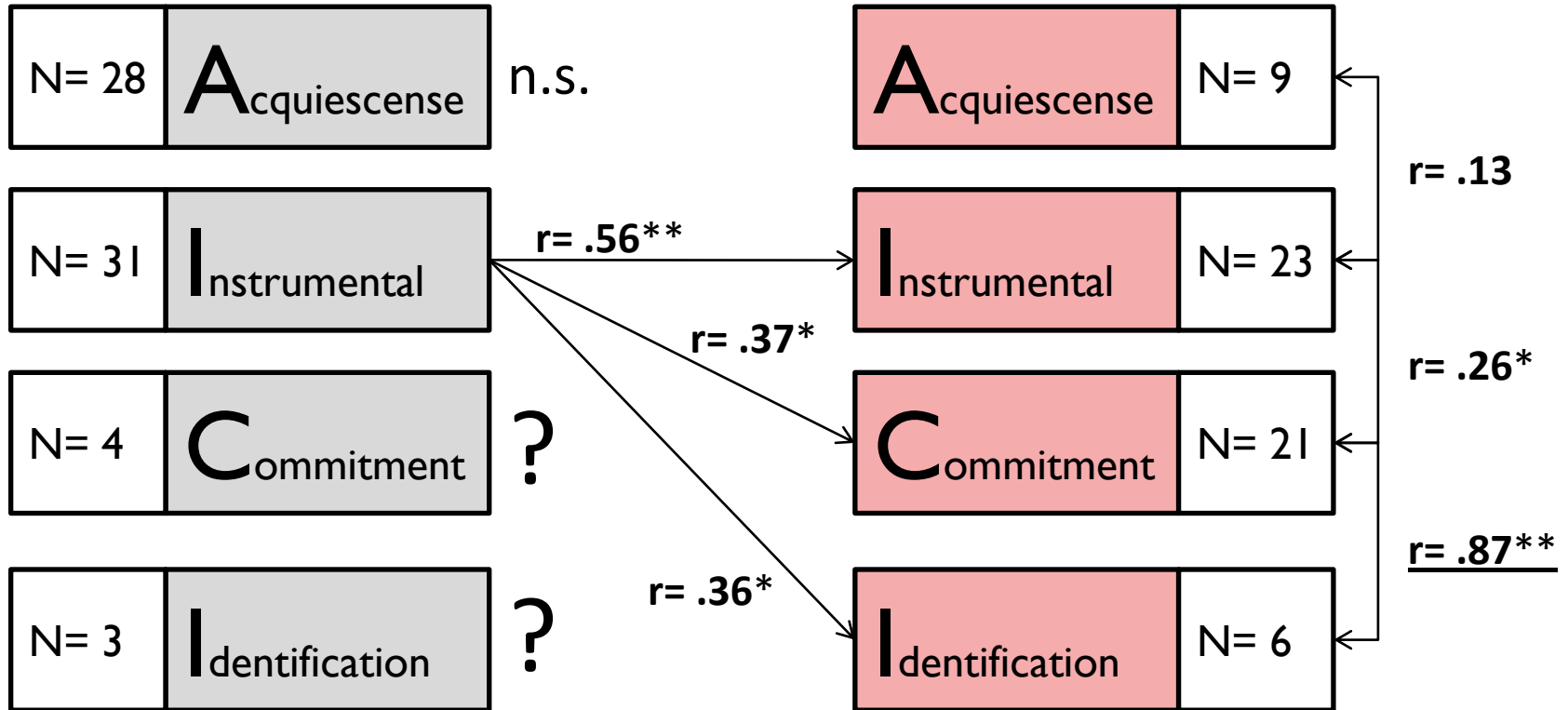
$M_{Value} = .58$ (SD= .5)

$M_{goF} = -.71$ (SD =.7)

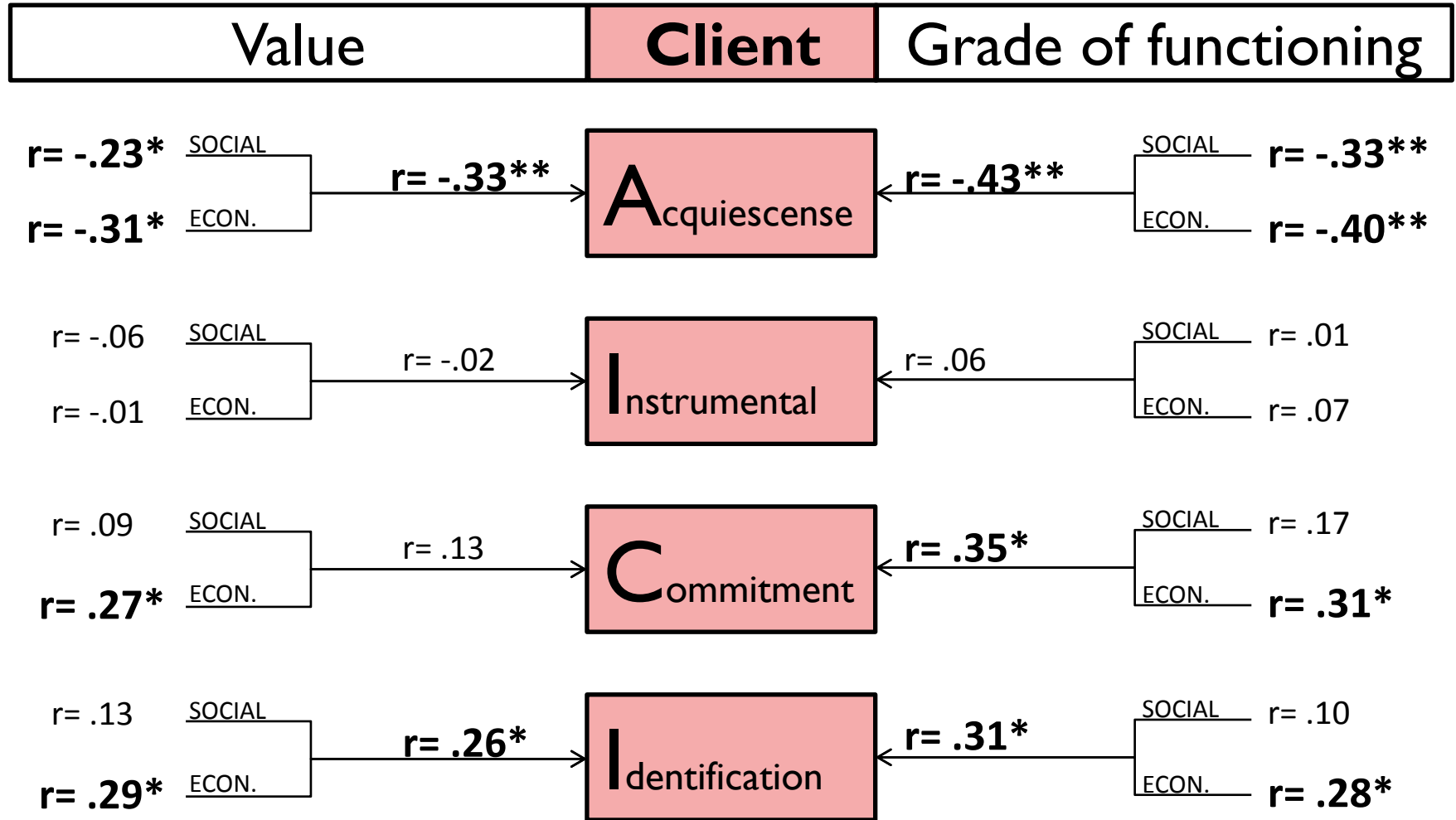
Client

$M_{Value} = .79$ (SD= .7)

$M_{goF} = -.3$ (SD= .72)



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- Commitment as a particular bond? → clarifying the main theoretical issues
- Exchange variables (value & grade of functioning) are differently related to the bond-types
- Insightful differentiation between the impact of social and economical trade-offs for the bonding-targets
 - Client-organization: more important impact of economical trade-offs

Items with the highest discrimination index:

(Acq) How strongly do you feel, that you have to sustain your _____?

(Instr) To what extent are you aware of potential disadvantages that would occur in case of a separation from your _____?

(C) How dedicated are you to your _____?

(Ident) How strongly are you merged in the relationship with your _____?