"A comparison of the communication behaviors of temporary employees and new hired staff"

Researching the communication behaviors of temporary employees and new hired staff is a difficult task for many organisation. Many of the organisation tried the research, but ended up failed. Temporary employees are, people who hired by companies to cope with unexpected or temporary challenges. They are a important force in USA business/contingency (which means the fact of being uncertain or dependent on chance). Those people includes freelancers, subcontractors, independent professionals. Compared with most of the newly hired staff members, they are more professional, more mature and have deeper knowledge in the organisation they work for. Communication between temporary employees and others within the organisation they work for is much difficult compared to new hired staff, as one will be working more closely with people inside the organisation and the other is not as close.

On a research of the communication behaviour, the economists and sociology have try to identify who the temporary workers are, what jobs do they do (e.g., Howe, 1986), what they earn (Williams, 1989), and why they decided to be a contracted employee (e.g., Carey & Hazelbaker, 1986; Davis-Blake & Uzzi, 1993; Polivka & Nardone, 1989) (pg.1). When organisation hires the temporary employees, they will be told to work on a specific task. But before telling all the temporary employees what to do, the organisation must know who to choose and apply a contract to. The reason to hire the contracted workers are varied, from cover the employers who went on holidays, maternity and sickness or manning a special project. To choose the temporary employees the organisation must know the type of skills must required and allow them to have a general knowledge about the organisation, then spend time with certain people in the organisation who will be working with the temporary workers, the organisation will only provide a few key people they can have a close relationship to and able to handle the tasks as the article stated the temporary workers are often physically and socially isolated from other workers. Unlike the newly hired staff, they are being hired on a permanent basis, they will be first up
introduced to everyone in every department, and get into more detail of each specified
departments. The newly hired staff will be able to have contact and close relationship with
virtually everyone in the organisation and on a daily basis too. So I think to research the
communication behaviour between the temporary staff and newly hired staff is a bit
obvious. The article also stated

Although the difference between the temporary employees and newly hired
employees are clear, but both of those two types are new to the organisation what are
other differences there are? Temporary employees are more professional and can easily
adapt to the organisation’s course, as the newly hired employees faces much more
greater uncertainty on entering a new organisation. Furthermore all communication
involves costs and social exchange rewards, from acquisition of resources, personal
attractive to respect/prestige, but the two types of employees does not have the same
amount of cost to communicate, because they are in two different kind of situations. From
the achievement of the social cost and social exchange rewards they will seek for
feedback or information. Those feedbacks and information is all part of the impression
management, from the feedbacks the newly hired employees are to be more worried
about many factors such as the public image and others, as the temporary employees are
not as worried. Once the feedbacks and informations were gathered, the newly hired
employees are more likely to be evaluated, and when the temporary employees finish
their job, they would just get the pay check and leave. From the structure of the
organisation management, I believe the organisation is more reliable to the newly hired
employees, just because of one factor, that is the temporary employees are well trusted in
they professionalism. One other thing that differs both parties are, when newly hired
employees are into they job, they are more depended on the coworkers, as the temporary
workers are more socially depended with little influence to the organisation members. So
the organisation members will know little about them, but the main management group will
have they full trust on the temporary employees.

From the article the author have made seven hypothesis theory, each of them stated
how the social cost affect both the temporary employee and newly hired, and the
comparison of who does the job better with lower social cost. Those hypothesis theor are just estimating, without really having the exact results approved anything is possible. Most of the organisation stated the temporary employees works better, because they have less social cost, and without even have much communication with the organisation members, but what about the newly hired workers, are they as bad and not as effient as the temporary workers? No one knows the result until a full research has really shown, organisations might never know, some of the newly hired employees could have more influent on the business then they think, they could have a greater knowledge already before they arrived at the organisation plus the communications with some of the coworkers for a short period of time, they could know a lot about the organisation.

After reading and analysing this article, I think the communication behaviour, uncertainty reduction theory and impression management of temporary employees are less concerned, and less communication between the organisation and them, compared to the newly hired employees. Newly hired employees are more worried about the public image than anything. Temporary employees are more isolated from the organisation, but they work ethic of them are more effient and are well trusted to the organisation main management group, but to make the management much better, its best to increase the communication of temporary employees and the organisation. There's still a large gap between the temporary employees and newly hired workers in the communication, uncertainty reduction theory and impression management wise.
Bibliography