

7.13: Discussion- Temporary Workers at Sun City Boards

Post 1: Initial Post

Instructions

This posting should be a minimum of one short paragraph and a maximum of two paragraphs. Word totals for this post should be in the 100–200-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate.

Scenario

Sun City Boards currently has a lean staff that includes part-time associates hired as needed for specific tasks or events. Tom is considering making greater use of part-time and/or contract employees to execute on his expansion plans. Although part-time labor has been a budget-friendly, flexible option for Tom, he is concerned that an increase in use of temporary workers may create a perception of “haves” (full time employees with benefits) and “have nots” that impacts the company’s aloha culture and forward momentum.

For Discussion

1. As preparation for this discussion, conduct additional research on best practices in managing contingent employees.
2. Based on the module readings (specifically Current Trends and Challenges in HR Management) and your research, articulate 5 best practices that Tom should consider adopting to achieve both budget and strategic objectives, including high morale and engagement across all categories of workers. Give credit where credit is due and Include a link(s) to your research source(s).

Posts 2 and 3: Respond to Classmates’ Posts

Instructions

After you have created your initial post, look over the discussion posts of your classmates and give at least two thoughtful responses to two different classmates (one per classmate).

A response posting should be a minimum of one short paragraph. Word totals for these posts should be in the 75–100-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate. The goal of your response posts is to extend discussions already taking place or pose new possibilities or opinions not previously voiced. Your goal should be to motivate the group discussion and present a creative approach to the topic.

Contributors and Attributions

CC licensed content, Original

- Discussion: Temporary Workers at Sun City Boards. **Authored by:** Nina Burokas. **Provided by:** Lumen Learning. **License:** [CC BY: Attribution](#)

This page titled [7.13: Discussion- Temporary Workers at Sun City Boards](#) is shared under a [CC BY 4.0](#) license and was authored, remixed, and/or curated by [Lumen Learning](#) via [source content](#) that was edited to the style and standards of the LibreTexts platform.