

ABOUT PLACEME

PlaceMe Recruitment's trained staff are highly experienced in offering CV advice and tips to ensure your job search process is as smooth as possible. To date we have helped hundreds of applicants and guided them

Download our CV/Resume template guide and receive critical advice on writing your CV/Resume as well as tips on the leading Interview Questions asked by employers today.

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Temporary and permanent hiring

When assisting our clients with their recruitment strategy, we are frequently asked what exactly is the difference between hiring temporary and permanent employees?

We will describe these two types of job placements types along with the pros and cons of each.

Temporary employment is also referred to as freelance or contract work. and is often overlooked by job applicants looking for job stability and structure.

It is described as an employment situation where an employee is expected to remain in a position only for a certain period of time. Temporary employees may have the opportunity to achieve permanent employment status after the time period has lapsed, Temporary workers may also be referred to as seasonal employees or temps. Employment term may be based on the completion of a project, the availability of funding, or other circumstances.

Permanent employment can be in the form of full-time or part-time and offer more benefits, but less flexibility.

Permanent employees, regular employees or the directly employed, work for an employer and are paid directly by that employer. Permanent (regular) employees do not have a predetermined end date to employment.

In addition to their wages, they often receive benefits like subsidized health care, paid vacations, holidays, sick time, or contributions to a pension or retirement plan.

Permanent employees are often eligible to switch job positions within their companies. Even when employment is "at will", permanent employees of large companies are generally protected from abrupt job termination by severance policies, like advance notice in case of layoffs, or formal discipline procedures.

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Let's take a minute to break down the two.

Temporary Employment Pros:

- **Temporary candidates can provide special skills for your company's short-term needs.**
- **A good relationship can be developed with the candidate for future staffing opportunities.**
- **A company can test out the candidate's potential to perform various roles and responsibilities before making a long-term commitment.**
- **Temporary Employment Cons:**
- **There will be a set end date for the employment period which may fall during a busy time when extra assistance is needed.**
- **Temporary employees may also work for other employers, so their time and energy may not be solely dedicated to your projects.**
- **The hourly pay rate for temporary hires is typically more expensive because temps do not receive health benefits, vacation time, sick leave or paid holidays.**

Permanent Employment Pros:

- **A permanent, full-time position offers more financial security and job stability, reducing stress levels for candidates and possibly enhancing their performance.**
- **Permanent employees have more motivation to perform at their best to advance their career within the company.**
- **Permanent employees will not have the stress of finding another temporary assignment as soon as one finishes.**
- **Permanent employees can develop long-term friendships with colleagues in a team-oriented environment, contributing to the success of the company.**

Permanent Employment Cons:

- **Permanent employees require additional costs in the form of benefits, training, resources, office space, and others.**
- **Permanent employees may feel that their work is redundant and look for a change.**
- **The hiring and firing process is more extensive for a permanent employee, leading to additional paperwork and costs.**
- **If the job does not provide enough work to keep permanent employees busy and it leads to reduced working hours, it will be hard to retain employees in need of full-time work.**
- **Recruiting efforts are more extensive, costly and time consuming when looking for permanent employees.**

Dependent on the environment and type of role, permanent employment continues to be the more predominant placement type for candidates looking for stability and benefits.

However, temporary employment is becoming more popular and acceptable today, especially in IT type roles, as it appeals to job seeking individuals looking for a flexible work schedule and more autonomy. Temporary positions typically provide more flexibility for both employers and candidates.

In the end, it all boils down to the company's needs, budget, and the type of candidates they are seeking. PlaceMe Recruitment offer dynamic and innovative solutions to the ever-changing staffing needs and have a proven record of creating long lasting synergies with many Irish companies, whether you're a multinational, an SME or a start-up.

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At **PlaceMe Recruitment**, we listen. We ask questions to get the right fit for you. We will help you support your goals and help you to achieve your outcomes.

We appreciate that a successful business doesn't work without successful, determined people and because of this, we go the extra mile to ensure your recruitment drive is successful.

We offer dynamic and innovative solutions to the ever-changing staffing needs and have a proven record of creating long lasting synergies with many Irish companies, whether you're a multinational, an SME or a start-up.

Our trained recruitment consultants recognise that your recruitment drive is of paramount importance to your company and hiring the perfect candidate or team is critical to your business performance.

We take the upmost pride in successfully locating, assessing and delivering the right people to fill your vacancies. We understand the importance to find staff that can move into positions at short notice and so maintain continuity of production.

Feel free to [contact](#) one of our expert consultants to discuss your hiring strategy today