

Outsourcing, Insourcing, Resourcing, Flexsourcing

During the past several weeks, we've seen a noticeable increase in employees planning to leave their employers within the next few months. Unlike the last 3-5 years, where employees were more apt to stay where they were due to the dynamic economy, employees are beginning to see an upswing in job openings which has influenced them to rethink their next career move. Employers need to be aware of this trend and begin preparing themselves for new hires and open positions by learning more about current workforce trends and strategies to retain top talent and maintain healthy bottom-lines.

What can you do as an employer to prepare for this trend?

Start thinking about alternative relationship options. Age-old full-time, part-time, and job-sharing represent a handful of work options between employers and employees today.

Consider outsourcing. Over the next few years, outsourcing will increase to enable companies and organizations the ability to retain top talent but control internal overhead that typical staff positions generate. In addition, outsourcing helps to stimulate creativity and a sense of urgency within the outsourced partner team-basically the outsourced vendor has a higher stake in the game for producing quality work, keep on time and within budget if they expect to maintain the relationship long-term.

Do your homework-learn the ins and outs of outsourcing, insourcing. Understanding the value and benefits both tangible and non-tangible to outsourcing and insourcing is critical for creating a productive, seamless, and cost-effective team and process approach. Outsourcing and insourcing involves work done inside the organization's workplace by people who are employees of an outside company. This application is being used for human resource services, staffing, training and development, information technology, logistics, and maintenance services.

Some of the advantages to outsourcing and insourcing are: Payroll and general overhead cost reductions, increased accountability and team creativity, and the ability and control to keep the functions together in one work space

Other Work Relationship Options:

Resourcing describes finding people to work for the company on a contract basis as outside resources. These workers are self-employed and invoice the company-or a broker-for their services. They may work inside or outside of a customer's location, at a number of locations where assignments need to be done, or in their own facilities. Performing prescribed duties on a long-term or short-term basis, service technicians, interim executives, project managers, and programmers can fit into this category.

Flex sourcing brings individual workers to the employer when they are needed. They are seen now as temporary employees, but their role is to provide a flexible workforce, responsive to changing needs. Some of these workers will be employees or contract resources of staffing companies. Others will build their own relationships directly with employers, much like substitute teachers.

The corporation of the future will feature these kinds of contingent relationships with far-reaching implications for both employers and workers.