

EFFECTIVE WORKPLACE SERIES

WORK-FAMILY INFORMATION ON: PART-TIME WORK

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WHY IS PART-TIME WORK AN IMPORTANT BUSINESS ISSUE?

"At Borders, we're continuing in our efforts to attract and retain part-time mature workers because it makes good business sense. Fifty percent of heavy book buyers are over the age of 45, and studies show that our most successful stores have an employee demographic that match their customer demographic. We can give mature workers the flexibility they're looking for and reap the benefits of their great work ethic and the depth of knowledge and experience they bring to the workplace."

Dan Smith, Executive Vice President of Human Resources, Borders Group, Inc.



WHAT IS PART-TIME WORK?

Part-time work is defined as working less than 35 hours per week (Bureau of Labor Statistics, 2006). Some people want part-time work options to better balance their work and their personal life. While part-time work options help some employees, they can have negative consequences for others. Sometimes, part-time jobs can be an individual's only option, even though they need and want to work full-time.

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DID YOU KNOW?

- "...there is very little difference between FT (full-time) and PT (part-time) workers on job satisfaction, organizational commitment and intention to leave" (Thorsteinson, 2003).
- "According to the 2005 NSE, "33 percent of companies offer full or pro-rated benefits to part-time workers" (Bond, Galinsky, Kim, & Brownfield, 2005).
- "...the presence of union or collective agreement appears to be unrelated to the use of part-timers (roughly 57% of establishments report that they employ part-timers, irrespective of the presence of a union)" (Comfort, Johnson, & Wallace, 2003).

Want more STATISTICS or the full references for above statistics?

http://wfnetwork.bc.edu/topic_extended.php?id=10&type=1

WHAT ARE THE ADVANTAGES OF PART-TIME WORK?

FOR EMPLOYEES:

- Lower stress levels and better health
- More time for self and others
- Opportunity to engage in personal interests and education
- Higher life satisfaction

FOR EMPLOYERS:

- Retains valued employees
- Reduces hiring and retraining costs
- Expands talent pool to include employees unable to work full-time (i.e., disability)
- Lowers real estate expenses by sharing office space among multiple employees

WHAT ARE THE CHALLENGES OF PART-TIME WORK?

FOR EMPLOYEES:

- Heavy workload for time available
- Perceptions that they are less committed or engaged with resulting lower job security
- Reduced advancement opportunities or promotions
- Receive partial or limited benefits

FOR EMPLOYERS:

- Head count concerns
- Benefits or health care costs
- Managing non-traditional schedules
- Communicating with co-workers and among work teams



REPORTS WITH MORE INFORMATION

- Grant, L., Yeandle, S., & Buckner, L. (2005). *Working below potential: Women and part-time work*. Working Paper Series no. 40. United Kingdom: Equal Opportunities Commission.
- Lee, M. D., & Kossek, E. E. (2005). *Crafting lives that work: A six year retrospective on reduced-load work in the careers and lives of professionals and managers*. Retrieved from http://web.management.mcgill.ca/reports/md_lee/2005report1.pdf
- Pew Research Center. (2007). *From 1997 to 2007 fewer mothers prefer full-time work*. Pew Research Center, a Social & Demographic Trends Report. Washington, DC: Author.
- Quality Part-Time Work Project. (2005). *Quality part-time work: Working better for everyone*. A report from the quality part-time work project. Industrial Relations Victoria. Department of Innovation, Industry, and Regional Development. Australia.

Want more OVERVIEWS AND BRIEFS or full references for these reports?

http://wfnetwork.bc.edu/topic_extended.php?id=10&type=7&linktype=overview



SUGGESTED READINGS

- Baker, R.Z., Ferris, M., & Hill, E.J. (2004). Beyond the mommy track: the influence of new-concept part-time work for professional women on work and family. *Journal of Family and Economic Issues*, 25(1), 121-136.
- Bonney, N. (2005). Overworked Britons?: Part-time work and work-life balance. *Work, Employment and Society*, 19(2), 391-401.
- Buddelmeyer, H., Mourre, G., & Ward, M. (2004). *Recent developments in part-time work in EU-15 countries: trends and policy*. Retrieved from <ftp://repec.iza.org/RePEc/Discussionpaper/dp1415.pdf>
- Corwin, V., & Lawrence, T.B. (2003). Being there: the acceptance and marginalization of part-time professional employees. *Journal of Organizational Behavior*, 24, 923-943.
- Tomlinson, J. (2004). Perceptions and negotiations of the "business case" for flexible careers and the integration of part-time work. *Women in Management Review*, 19(8), 413-420.

Want more READINGS?

http://wfnetwork.bc.edu/topic_extended.php?id=10&type=2&linktype=suggested

The Effective Workplace Series provides a summary of the Part-Time Work Topic Page.

To visit the Part-Time Work Topic Page, go to <http://wfnetwork.bc.edu/topic.php?id=10>