

Managing People

ASSIGNMENT 2

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INTRODUCTION.....	4
MAIN BODY.....	4
CONCLUSION.....	10
REFERENCES.....	12

Question 2: The use of atypical employment contracts (zero hours, part time, term time working etc) has grown in recent years. Discuss, using examples from the company that you have chosen, the benefits and disadvantages of these types of contracts for both employers and employees.

INTRODUCTION

Each employee have contract with their employers as well as contract is an agreement which set out employee's rights, responsibilities, duties and employment conditions (Wang and et. al., 2016). All these are important term and included within contract as well as for employer and employees it is important to stick towards contract until it will get ends. There are several types of contract such as Zero hours, part time, term time working and many more.

This report is based on Holiday Inn which is British-owned American brand of hotels. Respective hotel was founded in 1952 and founder was Kemmons Wilsom. It is headquartered in Denham, Buckinghamshire, United Kingdom and serving several such as Americas, Europe, Middle East, Africa and Asia-Pacific. This assignment will going to discuss use of employment contract and how its growing in recent years. Along with this, advantages and disadvantages of different type of contract for both employees as well as employers also elaborate.

MAIN BODY

Employment contract is agreement entered within an employer's as well as employee at the time when employee is hired. In addition to this, entire contract outlines exact nature of their business relationship as well as what will be compensation amount of personnel in exchange of specific work which they perform in company (Gallani and et. al., 2019). In addition, this, Each and every employee have contract with their employers as well as contract is an agreement which set out employee's rights, responsibilities, duties and employment

conditions. All these are important term and included within contract as well as for employer and employees it is important to stick towards contract until it will get ends. There are several type of contract such as Zero hours, part time, term time working and many more. Apart from this, employment can be in written or verbal both. Holiday Inn is part of hospitality industry which require employees with flexible working hours so they can conduct their operations in more effective manner without facing any difficulties.

In relation of Holiday inn, it is important for them to design there employees contract in appropriate manner while hiring candidates (Dagan and Heller 2019). As it has been discussed above that contract can be written or verbal both but Holiday inn using written contract as it have legal proof in future. There are some specific terms which respective hotel have to involve in their employment contract but these vary by the state and type of employment (*Terms included in employment contract*, 2019). Explanation of these are as follows:-

- Identification of the candidates which included in some cases as well as addresses and other identifiers are also involved.
- Effective agreement date
- Type of employment which can be full time, Zero hour, part time, term time working and many more (Smits, 2017). Along with this type of services provided by employee will also included in it.
- Duties of employees including ethical actions and professional licenses maintenance.
- The extent of services which involve day as well as hours of working.
- Benefits which company will provide to employees also include which may be specific or the agreement may refer to staff handbook or other benefits listing for each and every personnel.

Apart from this, several other terms are also included within employment contract which an organisation include while hiring employees. From last few years way of working has changed which result in introducing several type of employment contract because nowadays student also work on part time basis as well as zero Hours (Marica, 2018). The scenario of employee contract has been totally changed because each and every individual is working in some manner for getting better lifestyle. In relation of Holiday Inn , they are also hiring employees on different contract basis for effective working of their company and fulfilling customers needs in more appropriate way. Thus, there are several type of employment contract on the basis of which company is hiring staff members. Each of them have various advantages as well as disadvantages of employees and employers both (Lu and et. al., 2016). Explanation of these are as follows :-

Part time employment contract – It is an type of employment contract which carries few working hours per week in comparison of full time job. When an employee work less that 30 or 35 hours per week then it will be consider as part-time working (Dolan, 2017). As per the international labour organisation, in past 20 years number of part time worker get enhanced one-fourth within most developing nations excluding United States. There are numerous explanations behind working low maintenance, including the craving to do as such, having one's hours cut back by a business and being not able to get an all day line of work. The International Labour Organization Convention 175 necessitates that low maintenance labourers be dealt with no less well than all day labourers. Sometimes the idea of the work itself may necessitate that the representatives be ordered part as low maintenance labourers. Holiday Inn, is also hiring part time employees generally for night shift because in hospitality sector their is required of staff 24 hours for serving customers in well manner. Students who go to colleges in morning get easily ready for doing night shift.

Advantages and disadvantages of part time employment contract for employers

Advantages	Disadvantages
• Employers will get attracting application from wider employment pool (Julià and et. al., 2017). • Company will be able to retain valued employees who will not able or want to work on full time basis. • Part time employment could enable employers to reduce cost of their working without reducing employees. • Holiday Inn will be enables to cover peak season in more effective manner.	• May result in under-staffing at times • Difficulties will face by company in scheduling meeting and coordinating projects. • It will be difficult to measure performance as well as working hours of part time employees (Alcover and et. al., 2017).

Advantages and disadvantages of part time employment contract for employees

Advantages	Disadvantages
• Part time employment helps in enhancing employees morale, productivity and commitment	• May also gives negative impact on income as well as other benefits of staff members.

(Dawson, Veliziotis and Hopkins, 2017). • Reduce absenteeism and tardiness. • Employees get more free time, flexibility as well as work life balance for employees.	• Part time employment may result in negatively on career advancement of employees.
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Zero Hour employment contract - It is also named as casual contracts as well as zero hour employment contract are usually for piece of work or on call work for instance interpreters. In addition to this, employees hired through respective employment contract are entitled to National Minimum Wages and Statutory annual leaves in same manner as regular workers. Along with this, one organization cannot stop zero hours workers from getting work elsewhere. In simple term it can be said that employees who are working on zero hours contract often get no sick pay although holiday pay also included because of working time regulations (Inderst, 2017). Holiday Inn use Zero-hour contract because it allows them to take in employees as demand for services when required. In hospitality industry, respective contracts used as demand can change drastically on short notice. Main advantage Holiday Inn gain through Zero hour contract is flexibility in workforce and they can avoid paying fixed overhead.

Advantages and disadvantages of Zero hour employment contract for employer

Advantages	Disadvantages
• In zero hour contract there will no compulsion to provide the workers hours.	• In some situation when employers need staff they are

• Respective employment contract provides flexible workforce to company. • Zero hour working can assist company with unexpected employees shortages. • It can be cheaper alternatives for Holiday Inn fees.	not available within organisation. • A company must not use its Zero hour contract employees just for the sake of meeting the business needs for a shorter period.
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Advantages and disadvantages of Zero hour employment contract for employees

Advantages	Disadvantages
• Employees have flexibility that they can turn down shift. • Along with this, they also have time for searching other work during free time (Findeiss, 2019). • Zero hour contract improve CV of candidates. • If performance will be better then it may turn into permanent position.	• Work as well as income is not guaranteed in zero working hour contracts. • Employees will be not entitled for benefits such as pension or redundancy. • Individual don't know when they have to work as they don't have fixed working hours. • If employees will turn down shift then there may be chances that employers not use again.

Term time working – It is an contract which designed or used by the companies as well as employers who wish to retain employees during school term

times. Term time working contract utilise in the organisation where employers want to retain their valued workforce who looking for workforce who want different work life balance. Businesses must give labourers and representatives a composed expression of their fundamental terms and states of work and this is frequently known as a Standard Form Section One Statement. Now a day's students more likely to work in Hospitality sector along with their studies as it will result in gaining several advantages to Holiday Inn within effective manner (Ruokolainen and et. al., 2018). There are several advantages which employers will gain through term time working such as it not only can help in retaining key employees as well as it also help in attracting wider candidates pool. In addition to this, it can also diminish absenteeism because when staff will cannot balance their workplace and commitments related to home. Thus, it will result in taking time off as well as leaving in the lurch at last minute and scrambling for finding cover. Contingent upon the idea of the business, there might be some convenient varieties to business requests which implies that this game plan could function admirably.

Thus, Holiday Inn can use several type of employment contract while hiring candidates so that they can provide services to their customers or guest 24 hours as per the requirement. In simple term it can be said that through flexible working hour workforces respective hotel will be able to conduct their daily basis operations in more effective manner according to the requirement.

CONCLUSION

After going through entire discussion it has been summarise that, in an organisation while hiring candidate employment contract is essential. Because it includes role and responsibilities which individual have within an business firm. In addition to this, there are several type of employment contract each of them

have their advantages as well as disadvantages for both employees and employers. Apart from this, with the assistance of this report it has been determine that in an organisation employees are hired on different contract basis and according to that their job roles will decide. In simple term it can be said that through flexible working hour workforces respective hotel will be able to conduct their daily basis operations in more effective manner according to the requirement.

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