

Organising strategic partnership between employment agencies and client companies.

This working paper describes 9 cases of strategic partnerships between organisations that hire temporary personnel and temporary employment agencies. The nature and reason for the cooperation can be distilled to three types of cooperative focus: (1) efficiency and cost control, (2) short and long-term flexibility and (3) labour market and education. The paper shows that all three forms of cooperation can benefit both the hiring organisation and the employee. The hiring organisation achieves higher flexibility and cost control, process improvement and a higher influx and deployment of employees. The employee benefits from education and training as well as from the opportunities for personal development. The factors that contribute to the success of this kind of cooperation are openness about company data to the partner organisation, the will to invest together, a shared view of HRM that attends to both permanent and flexible personnel as well as each partner having a professional operation.