



RESEARCH ON INDEPENDENT CONTRACTORS

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Introduction

Research dominated by two areas:

- Legal (OH&S and Tax)
- Disadvantage

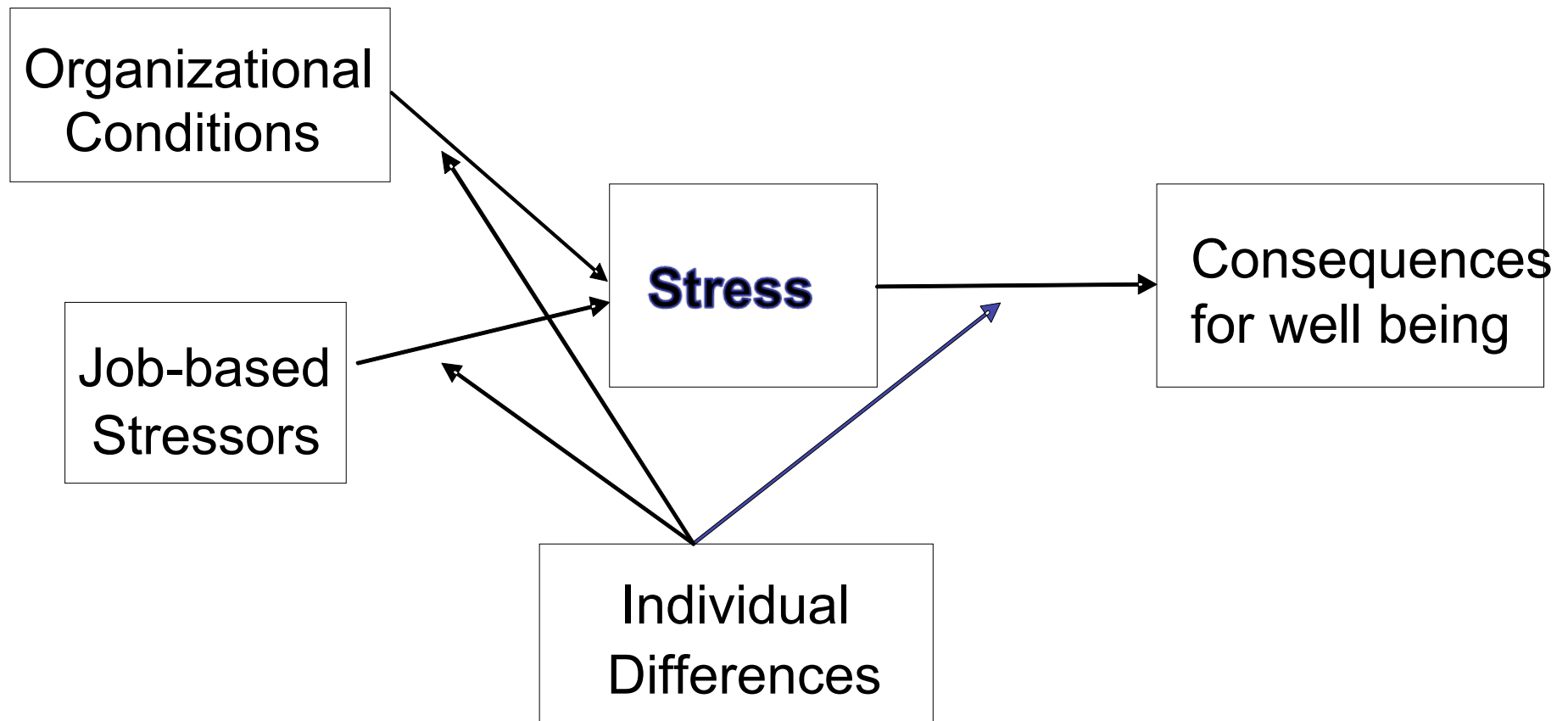


Our studies:

- 1. The impact of working as an independent contractor on well being**
 - (with Entity Solutions & ICA and academic colleagues in US & Canada)
- 2. The Independent Professional (IPRO) Index 2009**
 - (with Entity Solutions)
- 3. Profile of the independent contractor**
 - (with Roy Morgan, Commonwealth Bank, Australian Taxation Office and ICA)
- 4. The realities of contracting**
 - (with Prof. Leighton from the UK/EU)



Study 1: Simple Causal Model





Study 1 Results

- **Contractors have *high* levels of job demands:**
 - “...people hire people on a permanent basis for what they can potentially do, they hire a contractor for what they can [actually] do.”
- **Contractors have *medium* levels of decision latitude:**
 - “The organization says look go home, don’t do more than your seven hour and whatever minutes per day, [but] if I did that then there are lots of core things in my job that wouldn’t get done.”
- **Contractors perceive *little* organizational support**
 - “you don’t get employee benefits, you don’t get sick leave, all of that is very hard as well so you can’t afford to not work otherwise, you know, you don’t have money.”
 - “As an organization, they certainly care a lot more about employees than they do contractors”



... stress

- **Contractors' experiences of stress:**
 - “To me, I don’t find it stressful, I don’t stress at all.”
 - “I think it is a state of mind.”
 - “Um, no, certainly less stressful for me, just the opposite.”
 - “I choose not to make it stressful.”



Results Study 2: The 2009 IPRO Index

Attitude indicators	Mean score
Lifestyle (overall job satisfaction)	7.3/10
Wellbeing (psychological and emotional)	7.7/10
Commitment to current client (skills and workplace)	6.4/10
Perceived support from client (workplace)	6.9/10
Trends (current issues)	5.0/10
The IPro Index score for 2009	6.7/10



Future Directions – contractors as:

- **Organisational assets - the hidden knowledge in organisations**
- **Business operators – individuals as organisations**
- **Consumers and clients – multiple relationships**
- **...**