

Wirtschaftswissenschaftliches Forum der FOM

Band 36

Jacqueline Gesing

Evaluation of mini-jobbers' commitment

Shaker Verlag
Aachen 2016

Bibliographic information published by the Deutsche Nationalbibliothek

The Deutsche Nationalbibliothek lists this publication in the Deutsche Nationalbibliografie; detailed bibliographic data are available in the internet at <http://dnb.d-nb.de>.

Herausgebende Institution ist die FOM Hochschule für Oekonomie & Management gemeinnützige Gesellschaft mbH

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Printed in Germany.

ISBN 978-3-8440-4735-6

ISSN 2192-7855

Shaker Verlag GmbH • P.O. BOX 101818 • D-52018 Aachen

Phone: 0049/2407/9596-0 • Telefax: 0049/2407/9596-9

Internet: www.shaker.de • e-mail: info@shaker.de

PREFACE BY THE EDITOR

The private FOM University of Applied Sciences understands its educational mission as an addition to the German university landscape. With the creation of part-time study courses in economic sciences it allows employees to further their career opportunities whilst helping enterprises adapt to the challenges of demographic developments and increased qualification requirements.

Founded in 1991 on the initiative of industry associations, the FOM works closely with enterprises and business federations. With its present series of publications the FOM has taken another step towards the dovetailing of theory and practice. The series provides both lecturers and students with a forum to discuss empirical results, innovative concepts and well-founded analyses, whilst a wide publication of their academic work can be presented to the professional public. Some excellent PhD theses by FOM lecturers have also found their way into this series.

Our hearty thanks go out to Prof. Dr. Anja Seng and Prof. Dr. Manfred Selke who supervised Jacqueline Gesing's bachelor thesis as first and second supervisor respectively. This paper elaborates the presence of commitment in the occupational group of 'mini-jobbers'.

By adding another facet with this series we hope to enrich the active and fertile dialogue between university and practice. As publishers we are glad to be able to pay tribute to prominent academic achievements with this edition.

Essen, July 2016

Prof. Dr. Burghard Hermeier

Rector

Prof. Dr. Thomas Heupel

Prorector for Research

PREFACE BY THE SUPERVISOR

In the past decade, the development of the labour market and forms of employment were marked by an increase of part-time employment – this originates from the demographic development as well as the economically necessary flexible approaches. Besides insurable part-time employment, the so-called minor forms of employment, which are also referred to as *minijobs*, have been expanded. This form of employment is becoming more and more present and yet differs significantly from a 'normal' employment. Thus, the question arises, how strong the mini-jobbers' sense of loyalty towards the employer is.

Studies have shown the positive coherence of company results and staff retention. The researchers Felfe et al. (2006) and Allen/Meyer (1996) have developed a comprehensive survey-tool to analyse the characteristics of staff retention. In order to reveal the employees' loyalty towards the employer and also further elements of the workplace (manager, team, customers and activities), they differentiate between affective, normative and imputed commitment.

The author pursues this established approach. Within the framework of a survey, she asked the *minijobbers* of the FC Schalke Catering GmbH about their loyalty towards the employer. Based on comprehensive statistical analyses, she ascertains how the commitment of workers in minor employment is pronounced and makes comparisons to traditional employees by consulting existing examination results of meta-analyses.

Jacqueline Gesing's empirical study is an important contribution to the discussion about dynamically changing labour conditions with practice-relevant results for flexible forms of employment.

Essen, July 2016

Anja Seng

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