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you during busy times. But, what option is best for your company? Read on to find out how temporary vs. seasonal employees compare.

Maria Tanksi • Nov. 20, 2019

| TEMPORARY EMPLOYEES | VS | SEASONAL EMPLOYEES |
|---|----|---|
| <ul style="list-style-type: none">✓ Fill gaps in the workplace✓ Fill permanent positions✗ Fees✗ Few or no benefits for employees | | <ul style="list-style-type: none">✓ Lower payroll costs✓ Less risky hiring✓ Flexible workforce✗ Less time for training✗ Uncommitted employees✗ Employees lacking loyalty |

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As an employer, bringing in reinforcements at your small business is sometimes necessary. To keep up with customer demands during peak seasons, you might need to hire additional employees, such as seasonal or temporary workers.

Both seasonal and temporary employees can give your business a boost and support

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at how they differ below.

Temporary employees

Temporary employees, or temps, are typically hired to cover for absent employees or to fill gaps in the business's workforce. You may need to hire temporary workers to cover your bases during peak seasons. Or, you might hire a temp due to an employee's leave of absence (e.g., [maternity leave](#)).

You can hire temps on your own or through a temporary staffing agency. If you opt to use a staffing company, the temp workers are on lease with the staffing company and don't directly work for your business. And, you must pay the agency fees for placement.

Healthcare, IT, clerical, and labor industries typically hire temporary workers to fill vacancies. Depending on the business's hiring needs, temp workers might be [full-time or part-time](#) employees. In some cases, temp workers are not eligible for benefits. However, some temporary staffing agencies might offer health care or other benefits to temps. Some businesses might hire temp workers for permanent positions if they find they're a good fit for the job.

Seasonal employees

Generally, seasonal employees are hired temporarily when a company needs extra help during a particular season (e.g., holidays). Businesses might need to hire seasonal workers to keep up with the shopping demands during the busy season.

Certain kinds of businesses, like retail, sales, and shipping companies, might need to hire seasonal employees to keep up with the heavy workload. Seasonal businesses (e.g., pool cleaning company) may also hire seasonal employees each year during the months they are open for business.

Seasonal employees are usually hired on a part-time basis, thus reducing payroll

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their advantages and disadvantages.

Temporary

Check out a few pros and cons of temporary workers.

Pros:

- Fill gaps in the workplace
- Fill permanent positions (if the temp is a good fit)

Cons:

- Fees (with staffing agencies)
- Few or no benefits for employees

Seasonal

Take a look at a few [hiring seasonal employees](#) pros and cons below.

Pros:

- Lower payroll costs
- Less risky hiring
- Flexible workforce

Cons:

- Less time for training
- Uncommitted employees
- Employees lacking loyalty

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