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Summary

This dissertation addresses one of the least investigated topics in terms of sociological research thus far. The thematic of Temporary Employment and Subcontracted Work has been discussed controversially in the media for the past several years. Some take positions of complete refusal of temporary employment based on its precariousness, up to its welcoming as a necessary instrument for the promotion and flexibilisation of the labor market. However, there are hardly any scientific findings where the focus is on those affected, the temporary worker, and their work/social context. This dissertation attempts to provide further understanding of the situation of the temporary worker.

In the development of the research questioning, the goal of a practice-oriented utilization was shifted into focus and an approach with the focus on the individual employment situation selected, which enabled statements to be made about quality aspects of temporary employment. Here, the interest is on the perspective of the temporary worker in order to further investigate their motivation and identification.

This dissertation introduces the issue and presents the circumstances of temporary employment. An excursus dealing with the Dutch temporary employment market as compared to the German one is done to show how the grave differences are dealt with in public discussions and how these differences are often abstracted. Subsequently, the state of research on temporary employment under the perspective of work and economic sociology is reconstructed. The research goal is then concentrated on qualitative aspects of temporary work from the perspective of the temporary worker. In consideration of the research, relevant aspects in the course of the study, the question of "how a good job for temporary workers is created" is solidified.

In this context, the topic of motivation and identification as well as the peculiarities of temporary employment will be set aside. In addition, it will be theoretically substantiated how motivation, and accordingly work motivation, arise and in which context identification of employees with the company or with the employer are seen and how this in turn creates a bond.

It then sheds light on the context in which corresponding models for temporary work are reaching their limits as the employer role in its classic, functional role by means of the triangular relationship where temporary work - is not always functional. In particular, it will be considered how the quality aspects and typical views and behaviors of temporary workers in regards to their work/social situations play an essential role.

With regard to the research question, a theoretical framework will be developed and will illustrate a possible modeling for further empiricism. It will be made clear that "classical" approaches to work motivation, employee retention or general business management, due to the peculiarity of temporary work, are not always effective. Through the blurring of the employer and the physical workplace, it often leads to the breaking down of previously proven approaches. It is often assumed, or not clearly defined to whom the temporary workers "identify" with.

The context of the "perceived employer" is therefore given special meaning. Due to the peculiarity of the triangular relationship between employee and employer, a typology

develops in the dissertation for employees in which dependence of the different aspects of the types of employees in temporary employment can be considered. By means of construction of these employee types, aspects form a starting point relating to "Identification with the Employer" and "Motivation Level". This allows specifics regarding the triangular relationship of temporary employment by employers and employees in which the specific individual types can be investigated in a figurative context.

Typology and temporary employment configuration form the core results of this dissertation and enable an expanded understanding of the work/social situation of temporary workers.