November 1, 2019

Sw hour Allocation &
Job Satisfaction

# Introduction

## Description of event/entertainment Industry

## Background of SW Event Technology

## Description of current scheduling/booking procedures

## Purpose of this report

## Brief description of data sources

## Scope of this inquiry

# Data Section

## Primary Research

### Survey of staff

### Seasonal hour allocation comparison

### Staff longevity

### Job satisfaction

## Interviews

### Craig Westley, General Manager

### Barry Fisher, Assistant General Manager

## Secondary Research

### Industry climate

### Hour allocation and flexibility

### Work and family balance

### Overtime versus hiring costs

# Conclusion

## Summary and overall interpretation of Findings

## Recommendations

Works Cited

Attia, El-Awady, Philippe Duquenne, and Jean-Marc Le-Lann. "Considering Skills Evolutions in Multi-Skilled Workforce Allocation with Flexible Working Hours."*International Journal of Production Research*, vol. 52, no. 15, 2014, pp. 4548-4573.

 “Another motivation to promote the versatility in companies is the risk of reducing or losing some of their core competencies. While keeping always the same operators allocated to the same jobs, these companies become dependent on a small number of individuals, and may be forced to outsource missions within their core competencies” (4548)

Ingels, Jonas, and Broos Maenhout. "The Impact of Overtime as a Time-Based Proactive Scheduling and Reactive Allocation Strategy on the Robustness of a Personnel Shift Roster."*Journal of Scheduling*, vol. 21, no. 2, 2018;2017;, pp. 143-165.

"The Commercial Audiovisual Industry has Enjoyed Two Years of Growing Sales and Employment, According to AVIXA's Monthly Sentiment Index."*Targeted News Service*, 10/03/2018,

Tuttle, Robert, and Michael Garr. "Shift Work and Work to Family Fit: Does Schedule Control Matter?"*Journal of Family and Economic Issues*, vol. 33, no. 3, 2012, pp. 261-271.