Ingo Winkler*

Students as Non-Standard Employees. Exploring Work Related Issues in Students’ Perceptions on their Term-time Job**

The article presents the results of an explorative study that aimed at exploring work related issues in students’ perceptions of their job as atypical employees. An individual picture of the experienced work reality of students is drawn according to work task, flexible working hours, instructions and training opportunities, students’ relations to other employees, and social integration. By adopting a qualitative design, I was able to emphasize the subjective perspective of students describing their very own experiences as flexible workers. The study revealed various perceptions of students working as flexible employees and related this picture to current empirical and theoretical research in the field of non-standard employment.

Key words: Term-time employment, students’ work experiences, non-standard employment, flexible employment

* Ingo Winkler, Associate Professor, Institute of Border Region Studies, University of Southern Denmark, Alsion 2, A2, DK – 6400 Sonderborg. E-mail: inw@sam.sdu.dk.

I would like to express my gratitude to my colleagues who supported me in developing the study and the manuscript. Furthermore, I would like to thank the editor, Wenzel Matiaske, for his backup as well as the two anonymous reviewers of the management revue for their valuable remarks that contributed to the quality of the article.

** Article received: August 20, 2007
Revised version accepted after double blind review: October 11, 2008.

management revue, 19(3): 179-199
ISSN (print) 0935-9915, ISSN (internet) 1861-9908, © Rainer Hampp Verlag, www.Hampp-Verlag.de