

Anglais	BTS Comptabilité et Gestion	Session 2019
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Sujet n° 3

Is job sharing a good option?

A work-life balance issue - When a job is taking over your time there is always the option of job sharing, providing your employer is able to accommodate you. Indeed, many employees who job share often want to pursue quality of life and quote this as their main reason for working part time. Of course, working less means earning less so you will have to weigh up the loss of income. If you are in a position – or a relationship – which can afford to do this then you have a distinct advantage. You could even consider job sharing to allow time to re-train and up skill. Once again, few employers will be unwilling to consider your request.

Parents and those with health issues - The unavoidable need to take care of children or aging parents is another strong reason for job sharing – this request is almost certain to gain acceptance from an employer.

In this 'unavoidable' bracket¹ are also health reasons. Whether it is to cope with chronic stress or other health-care issues, job-sharing is a means for you to carry on working at a certain level – and at a certain level of competence, which could not be possible full time.

Getting what you want – at all levels - If job sharing is your motivation to enjoy work, but to also have more spare time, then everybody wins. Motivated workers are productive workers; and productive workers are satisfied workers. So having a fully functioning job-sharing program can be a win-win situation for both your business and your employees.

Some negatives to consider - Two people doing the same job need to work as a team. But who is in charge? To solve this, clear guidelines need to be set for who is responsible for what.

Adapted from www.monster.co.uk

(1) A bracket : une parenthèse