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https://www.100test.com/kao_ti2020/126/2021_2022_GMAT_E9_98_85_E8_AF_BB_c89_126413.htm Some observers have attributed the dramatic growth in temporary employment that occurred in the United States during the 1980s to increased participation in the workforce by certain groups, such as first-time or (5) reentering workers, who supposedly prefer such arrangements. However, statistical analyses reveal that demographic changes in the workforce did not correlate with variations in the total number of temporary workers. Instead, these analyses suggest that factors affecting (10) employers account for the rise in temporary employment. One factor is product demand: temporary employment is favored by employers who are adapting to fluctuating demand for products while at the same time seeking to reduce overall labor costs. Another (15) factor is labor's reduced bargaining strength, which allows employers more control over the terms of employment. Given the analyses, which reveal that growth in temporary employment now far exceeds the level explainable by recent workforce entry rates of (20) groups said to prefer temporary jobs, firms should be discouraged from creating excessive numbers of temporary positions. Government policymakers should consider mandating benefit coverage for temporary employees, promoting pay equity between temporary (25) and permanent workers, assisting labor unions in organizing temporary workers, and encouraging firms to assign temporary jobs primarily to employees who explicitly indicate

that preference. 1. The primary purpose of the passage is to (A) present the results of statistical analyses and propose further studies. (B) explain a recent development and predict its eventual consequences. (C) identify the reasons for a trend and recommend measures to address it. (D) outline several theories about a phenomenon and advocate one of them (E) describe the potential consequences of implementing a new policy and argue in favor of that policy. 2. According to the passage, which of the following is true of the "factors affecting employers" that are mentioned in lines 9-10? (A) Most experts cite them as having initiated the growth in temporary employment that occurred during the 1980s. (B) They may account for the increase in the total number of temporary workers during the 1980s. (C) They were less important than demographic change in accounting for the increase of temporary employment during the 1980s. (D) They included a sharp increase in the cost of labor during the 1980s. (E) They are more difficult to account for than at other factors involved in the growth of temporary employment during the 1980s. 3. The passage suggests which of the following about the use of temporary employment by firms during the 1980s? (A) It enabled firms to deal with fluctuating product demand far more efficiently than they before the 1980s. (B) It increased as a result of increased participation in the workforce by certain demograp groups. (C) It was discouraged by government-mandated policies. (D) It was a response to preferences indicated by certain employees for more flexible working arrangements. (E) It increased partly as a result of workers reduced

ability to control the terms of their employment. 100Test 下载频道
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