The most recent job I had was working for Home Depot, but it’s been a while since l left. I recall how good the company was at changing labor skill mix and labor capacity. Pretty much Home Depot would hire a ton of season workers and volunteers during the beginning of spring and summer. Home Depot usually has nearly 80,000 positions ready to fill during these busy times of year (shrm, 2018). Spring is traditionally home building season, not only because consumers are finding the money to do projects, but also because it’s the time we start to come out of winter hibernation and want something new (angieslists, 2019). Home Depot does a good job at capitalizing on this ideal by hiring a lot of workers ahead of time, then firing them days before the season is over and only keep a few of the seasonal workers as new part-timers. As for labor skill mix, Home Depot encourage their employees to cross-train. I was proficient enough to work four different department. When I didn’t have customers in the paint department, I would help customers in other departments, cut carpet for customers, cut electric wiring a customer may need, or help load and unload products to customer vehicles. I was also one of the few licenses machine operator, so I was called regularly to operate a forklift.

Home Depot has many partnerships with many companies. Home Depot leases equipment to companies all the time. You can go to there website to get a quote on a trailer you’ll need to haul whatever to where ever you please. Construction workers would come in regularly to lease heavy equipment because they’re short on something they need, or their equipment is damage. This benefits the workers because they only need the equipment for a short-term project. The Home Depot I worked at had loan the Lowes across the street a freight truck so they can meet their order.

Shifting work to slack periods was something management always addressed. Since I worked in the paint department, during down times I would have to stock and manage inventory. I don’t remember what the process was called but I basically would use an app that help me identify what products needs to be taken off the shelfs, price changes, new products, etc. This allowed me to consider any sales and promotions, discard of damages, and mange theft prevention. In my opinion it didn’t help with theft, because we were robbed on the regular basis, but it did help me drive sales onto customers. I mean I was one of the best employees in my department and have the badge to prove it.

# References

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