

# Paying Your Freelancer a Reward for Skilled Labor and the Pros and Cons of Payment Up Front when Outsourcing

In these competitive economic times, more and more businesses are finding the numerous benefits in outsourcing. Outsourcing is simply when a business hires from out side of its own company because it doesn't have the skilled labor already. An easy example would be a business outsourcing its plumbing jobs to a local plumber or a consultant hiring a speechwriter to prepare their speeches. Outsourcing has been happening for centuries, and with the advent of large online freelancing websites, businesses everywhere can apply the benefits of outsourcing to themselves.

One of the most crucial parts of outsourcing is paying your outsourcer. Everyone likes to get paid for a job well done, and in a large majority of the cases both the business owner and the freelancer are in a happy win-win situation. The business owner gets the exact product, or widget or service they require and the freelancer gets paid for their time and expertise.

One benefit of outsourcing is that payment and its amount is determined upfront and must be agreed to by both parties. In the case where an agreement is not reached then simply the businesses does not have to legally use the outsourcer or the freelancer may decline the job. Essentially all's well that ends well. Furthermore, in some instances you can also agree on initial milestone payments. Some freelancers require a 10 per cent deposit to ensure they start the job. Others like to have fifty per cent deposited when they've reached the projects half way mark. And others are simply happy to be paid at the completion of an assignment. The great news is that all of this is all under your control; it can all be negotiated before the project starts. And if neither of you agree then no one has to go any further. The name of the game in hiring a freelancer is indeed flexibility.

Another benefit of choosing an outsourcer is that you can reward them for exceptional jobs well done with business bonuses. However this is up to your discretion and no further costs outside of the contracted amount are needed or even expected upon. Additionally, as the project manager you don't have to provide a freelancer with equipment, software or Internet connection, the freelancer supplies all this.

When you have received an exceptional product or service from your freelancer the normal feeling is to reward your freelancer with the specified amount you both agreed to. In this way outsourcing produces benefits to both parties concerned.

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