

# Response\_on\_Layoff.edited.doc

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**Response on Layoff**

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### **Response on Layoff**

After a serious examination, I have to go with Alice. Her inability to travel, weekend restrictions, and the impossibility of nighttime commute due to numerous other responsibilities all played a role in my verdict. In contrast, Mary's open accessibility can be expanded across various groups within the business and aids in the reduction of wage costs due to a drop in revenues. In addition to that, Alice's productivity was above average, as opposed to Mary's, who scored in the top 10%. While Mary's political opinions ought not to be considered, if she mentions them at work or appears to work on an electoral process, she may be spotted or perceived as trying to represent the business rather than just her interests. This is very comparable to Alice's support for local charitable causes. The simple fact is that they must be done under their own time but not while donning brand names or implying company support.

When evaluating the reasons for selecting the right worker to lay off, one must be genuine in all aspects of determining what is best for the company when doing so may cause more economic damage than good. Keeping Mary, for instance, would only resolve the question at hand, which was a drop in sales due to the recession. Factors such as these are designed to change. If each department cuts back, all departments will need somebody adaptable, dependable, ambitious, conscientious, and can operate per diem if possible; it becomes a win-win scenario. In turn, being truthful about why Alice's absence will only impede the entity should be more than humane. At the outset and in the end, honesty is essential.

To sum it up, it is never easy to lay off an employee because it sends a message to the rest of the workers that their jobs are not guaranteed. The remaining members of staff, notably Mary and her colleagues, are likely to experience survivor guilt and tensions, where they feel guilty of keeping their jobs while someone else loses theirs. The tensions created due to

employee layoff is likely to affect the working environment, filled with tensions and uncertainty, hence negatively impacting the organization's culture. However, the layoff is valuable to organizational culture if it eliminates waste and underperformers who create an excessive burden to fall on well-performing employees.

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