

13.3: Discussion- Employee Termination

If you have ever worked for a company that had to perform a major layoff, sending large groups of employees home and to the unemployment line, you know that it makes for a very somber and stressful day: Saying goodbye to valued coworkers, sharing with them their new financial worries, reviewing the workload they left behind and realizing you're among those left that need to pick up the slack. And if you're not anxious enough about that, you're also wondering—am I going to be next?

On top of being a blow to company morale, when an organization chooses to downsize it risks the result of less revenue and less productivity. So, is downsizing the only alternative?

Discussion Prompt

HR professionals can assist in proactively and creatively producing alternatives to downsizing by using the tools in their arsenal. In this exercise you're charged with exploring alternatives to downsizing that will save employee jobs and still accomplish the organization's goals of cutting costs.

Use everything you know about downsizing and everything else you've learned so far as a Human Resources manager to come up with one or two ideas to prevent or find alternatives for corporate downsizing. Don't forget to put a small explanation next to each bullet point, and when you're done, check out the ideas two of your classmates have come up with.

Grading

Share your opinions below and respond to two of your classmates' thoughts.

Discussion Grading Rubric

Criteria	Not Evident	Developing	Exemplary	Points
Submit your initial response	0 pts No post made	5 pts Post is either late or off-topic	10 pts Post is made on time and is focused on the prompt	10 pts
Respond to at least two peers' presentations	0 pts No response to peers	2 pts Responded to only one peer	5 pts Responded to two peers	5 pts
			Total:	15 pts

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