

13.9: Introduction to Effects of Termination

What you'll learn to do: Identify the legal and social effects of terminating an employee

As we discussed in the last section, there are a number of ways terminating employees impacts an organization. It is also important to remember that the terminated employee is heavily impacted. While we have discussed the side effects of terminations on the morale, productivity, and engagement in the workplace, there are a few other important ways that terminations can impact an organization. Legal ramifications from a poorly executed termination can have serious consequences. Understanding the legal and social impact of terminations will help companies to properly execute and plan for terminations.

This section will identify legal and ethical ways to terminate employees and the laws surrounding terminations. We will also discuss the advantages and disadvantages of laying off employees. Let's get started!



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