Bus 150--Human Resource Management
Analyzing Employee Separations

	<u>Functional</u>	<u>Dysfunctional</u>
<u>Voluntary</u>	e.g., early retirements (assuming desired people take your offer) e.g., a poor employee leaves e.g., a senior, costly employee leaves and the position is filled by a less senior, less costly employee with updated skills	e.g., early retirements (but the better employees leave) e.g., a good employee leaves e.g., a disgruntled employee leaves and (a) competes (b) badmouths you, or (c) returns and shoots up your workplace
<u>Involuntary</u>	e.g., fire a poor employee e.g., fire a senior, costly employee and replace him or her with a more productive employee with updated skills (unless he or she has a valid ADEA case!)	e.g., terminate the wrong workers (R&D; innovators, new product developers) e.g., terminate potential plaintiffs in wrongful discharge lawsuits (discrimination, whistleblowing, etc.)