

# CCS Insights: Retrenchment 16 – Getting Fired vs. Getting Laid Off

***see BEYOND THE NUMBERS***

## Determine the Nature of Your Termination

If you have lost your job recently, it is important to understand the nature of the termination of your employment contract.

### Getting Fired vs. Laid Off

Being fired and laid off are two very different ways of losing a job, and this difference may affect your future recruitment prospects.

If that sounds like it should be an easy distinction to make, then you are right: ideally, your former employer should be very clear about the nature and reason of your separation from the company. However, as we know, the real world is often far from perfect.

This is why you need to understand the difference between being fired and being laid off and know what to do after losing your job.



## When an employee is fired

Employees may be fired for various reasons. The most common cause of possible dismissal is poor job performance.

Of course, it may also be due to misconduct, non-compliance with company rules, taking too much time off, damaging of company assets, embarrassing the organization publicly, or other non-compliance with the terms of the employment contract.

When an employee is fired, there is no expectation that he will be hired again in the near future. This dismissal is not temporary, it is related to employee performance or behavior, but has nothing to do with the company's financial situation.

## When employees are laid off

When an employee is laid off, it is usually unrelated to the employee's personal performance. Lay off often occurs when there is not that much of work which required that much of workers.

In some cases, the laid off may be temporary. After the situation improves, the employee will be rehired.



## 鉴定雇佣合约被终止的性质

如果你最近丢了工作的话，那么清楚了解你的雇佣合约被终止的性质是非常重要的。

### 被解雇与遣散

被解雇和遣散是两种截然不同失去工作的方式，而这个差别或许会影响你未来的招聘前景。

如果你认为这听起来应该还挺容易区分的话，那你也是对的：正常的情况下，你的前雇主应该非常清楚知道你离开公司的真正性质与原因。但是，就如我们所知，现实世界往往并非如此完美。

这就是你为什么需要了解被解雇与遣散之间的区别，并知道在失去工作后，应该何去何从。

### 当员工被解雇时

员工可能会因各种原因，而被解雇可能被解雇的最常见原因是工作表现不佳。

当然还可能包括：不当行为、不遵守公司标准、休假太多、破坏公司资产、破坏公司名誉或不遵守雇佣合约内的条款。

当雇员被解雇时，就没有期望在不久的将来会再次被雇用。这种解雇不是暂时的，它是与员工的绩效或行为有关，但是与公司的财务状况毫无关系。

### 当员工被遣散时

当员工被遣散时，通常与员工的个人绩效毫无关系。遣散往往发生在公司没有足够的工作而且也不需要那么多的工人时。

在某些情况下，遣散可能是暂时的，待情况好转后，该员工将被重新雇用。

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