



# REDUCTION OF EMPLOYMENT AS AN ELEMENT OF MANAGEMENT IN AN ORGANIZATION- CASE STUDY

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**Summary:**

*The subject matter of the article was adopted considering the problems of labour market in Poland. One of them is employment reduction. The main objective of this paper is to show the negative impact of excessive redundancies on employment fluctuation in a transport - forwarding company "XYZ".*

*The paper consists of three basic parts. First one is devoted to the issue of employment fluctuations. It defines the notion of staff mobility and discusses problems referring to the nature of staff turnover. Factors determining the phenomenon are defined. The second part presents problems connected with dismissals of employees. Based on literature, it indicates the significance of derecruitment and instances legal aspects of redundancies. In the third empirical part the focus is on presenting a transport-forwarding company 'XYZ'. The company represents the category of small and medium-sized enterprises, that constitute the basis of all modern European economies. In the case of Poland, they generate nearly 80% of GDP. The methods used are documents analysis and comparison over time. In this part the author summarizes the results of documents analysis concerning derecruitment of employees in the years 2007-2011. The issues are considered from the employer's perspective.*

*The subject matter is still current because of the dynamic changes taking place in the labour market, in terms of macroeconomics.*

**Keywords:**

*management, workforce, human resources, redundancies, fluctuation*



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