

REEMPLOYED AFTER BEING LAID-OFF? CHANCES ARE YOU'LL BE LAID OFF AGAIN: HERE'S HOW YOU CAN AVOID IT?



A research by Ann Huff Stevens, an economist at UC Davis reveals that the likelihood of laid-off workers being laid-off again is very high. Stevens further found out that not only were there serious chances of losing their jobs again, they were also likely to be earning less the second time round, than before there were laid off. Kathy English had faced a torrid time when she lost her job the first time. To her dismay she also lost the new job she had found after strenuous effort and struggle. She says that both the layoffs in the last six years make her feel like she is riding an employment roller coaster. She has had long periods of unemployment which she has tried to fill with part-time jobs and accepting to work at much lesser pay than what the jobs would have otherwise paid. After being laid-off twice she is constantly on razors-edge wondering whether she will be third time unlucky again. She said that to endure such difficult and unanticipated circumstances you have to be very resolute and determined. There are around 12 million jobseekers in the country and they are buoyed up by the anticipation of a slowly improving economy. However, the unemployment rate continues to be on the higher side and jobs are not easy to come by. People like Kathy English and others who have landed jobs after great difficulty are worried that if they lose their jobs again, it would be difficult to find another one. They are justified in feeling apprehensive as Steven's research finds that there are a number of factors that combine to increase the prospects of the laid-off losing their jobs yet again. Steven's explained that workers who find employment after losing their initial jobs will invariably have a lower tenure, making them more vulnerable to layoffs. Moreover, since the second job came when the economy was still weak, chances are that the employer may need to induct cost-cutting measures and the workers job could be on the chopping block. In addition, laid off workers are so frustrated and desperate that they latch on to the first job that they are offered, making them accept jobs that are not a good fit for them and at much lesser pay than their qualifications merit. How can you then make yourself indispensable so that your employer puts you on his valued-employers list and removes your name from his chopping list? More than your skills the employers value your qualities, habits and capacities more. Look around you and personify the qualities of those employees who always seem to be in the employers good books. Shift your focus from success for yourself to success for the company. Do whatever the management asks you do, without complaining, willingly and happily. The company will hold employees who are selfless and cooperative and those who exceed the expectations of the employers, in great esteem. Demonstrate your sincerity and commitment by taking on tasks that do not fall within the purview of your responsibilities. This will serve you well when performance appraisals are being done and the management starts thinking of downsizing its workforce. Show up early and leave late. Make yourself visible and ensure that you have lots of work to do. If you can suggest something that will add to the worth of the firm, nothing like it. Socialize and make friends with the people at Human resources. A little self-promotion could come in handy. When cuts need to be made, you will not be a mere name but a face that they know and hopefully like.