

Sample movie review on effective employee termination in up in the air

[Business](#), [Management](#)



The main theme of *Up in the Air* (2009) is the effective management of employee termination. This is an unpleasant topic in employee/employer interaction but increasingly important in a competitive business world. The film focuses on the often emotional relationship between employees and their organizations. The main character is Ryan Bingham who is a corporate downsizer. He works for a company that specializes in firing employees which is shown to be a delicate task. The movie is an excellent portrayal of the challenges of terminating employees in a positive and productive manner.

The main principles covered in the film are that terminating employees is often necessary and requires structure to minimize the negative consequences. Bingham learns that firing employees is an intensely personal process that requires compassion. Employees are often very emotional when fired, and need support to transition to a new position. Also, terminations have an effect on the remaining employees, who may be worried that they are also in danger. They need positive honest information about the situation to keep the workplace as healthy and productive as possible. The impact of the termination(s) needs to be minimized and the outcomes need to be as positive as possible for everyone involved.

Management requires dealing with both positive and negative issues in the workplace. Termination can be good for companies, management and employees. Often, fired employees go on to find more success pursuing other opportunities. I think this movie portrays the situation and how terminations can be handled in a way that is beneficial and kind. Being a good leader requires making difficult decisions, including terminating

employees who are not performing. Sometimes, good employees need to be terminated for financial reasons, which is particularly negative and difficult for leaders, but a valuable skill that must be mastered.

Reference

Jeffrey Clifford. (2010). Up in the Air [Motion picture]. USA: Paramount Home Entertainment.