

Each of these factors undoubtedly has played a role in the decline, but no one of the factors explains the downtrend over the entire period for which turnover data is available. During the postwar period, with which this analysis is primarily concerned, it is likely that only the development of fringe benefits, aging of the labor force, and stability of manufacturing employment could have had much influence. Unions, seniority practices, unemployment benefits, and large corporations were prevalent during both the war and immediate pre-war period. During the postwar period it can scarcely be said that there has been enough of an increase in prevalence of these factors to have had much influence on the quit rate.

The relative stability of employment in manufacturing over the period 1946-50, and over the period 1953-63, probably played the major role in the downtrend of the quit rate over this period. When accession rates are low, relatively few highly mobile younger workers and short-service workers enter manufacturing, so that quits of younger workers fall off also, and consequently total quits decrease.

These relationships are shown in turnover data for the period 1947-65 (table 4). In years of high unemployment, such as 1949, 1954, 1958, and 1961, both quit rates and new hire rates are relatively low; while in prosperous years, such as 1951, 1955, and 1965, both quit rates and new hire rates are relatively high. Even so, the quit rate in 1949 (a recession year) is as high as in any year since 1953. Apparently there is a downtrend in quit rates that is not fully accounted for by the higher unemployment rates of the late 1950's and early 1960's. There has also been a sharp downtrend in the new hire rate. New hires and quits are highly interrelated because workers quitting are replaced by new hires and many newly hired workers quit soon after beginning work. The general decline in separation rates over the period is attributable largely to the decline in the quit rate. Before 1954, quits were more than one-half of separations in each year except 1949. Since 1954, quits have been less than one-half of separations in every year.

TABLE 4. OVER RATES IN MANUFACTURING, ANNUAL AVERAGES, 1947-65

	Quits per 100 workers	Manufacturing unemployment rate (percent of experi- enced wage and salary workers)	Layoffs per hundred workers	Employment growth rate (net acces- sions per 100 workers)	New hires per 100 workers
1947.....	4.1	—	1.1	0.5	—
1948.....	3.4	3.5	1.6	0	—
1949.....	1.9	7.2	2.9	-.7	—
1950.....	2.3	5.6	1.3	1.2	—
1951.....	2.9	3.3	1.4	0	4.1
1952.....	2.8	2.8	1.4	.5	4.1
1953.....	2.8	2.5	1.6	-.3	3.6
1954.....	1.4	6.1	2.3	-.5	1.9
1955.....	1.9	4.2	1.5	-.6	3.0
1956.....	1.9	4.2	1.7	0	2.8
1957.....	1.6	5.0	2.1	1.5	2.2
1958.....	1.1	9.2	2.6	-.5	1.7
1959.....	1.5	6.0	2.0	-.1	2.6
1960.....	1.3	6.2	2.4	-.5	2.2
1961.....	1.2	7.7	2.2	.1	2.2
1962.....	1.4	5.8	2.0	0	2.5
1963.....	1.4	5.7	1.8	0	2.4
1964.....	1.5	4.9	1.7	.1	2.6
1965 ¹	1.9	4.0	1.4	.3	3.1

¹ Preliminary.

Source: Bureau of Labor Statistics data in "1966 Manpower Report of the President," table A-15, p. 169, and table C-8, p. 205.