

5HDO (IIHFWV RI 7REDDFFR
5HFODVVLILFDWLRQ RQ &RU

0XHOOHU 1LFKRODV),1

,Q WKL V SDSHU , VHHN WR H[SORUH WKH FDXVDO HIIHF
LQQRYDWLRQ OHYHOV 8VLQJ WREDDFFR FRQWURO DQG WRE
DQDO\VLV HIIHFWV RI ZRUN IORZ GLV FRQWLQXLW\ RQ FRU
D FRPELQDWLRQ RI DQDO\VLV IURP VPRNH IUHH ODZV SDVV
UHFODVVLILFDWLRQ OHJLVODWLRQ LQ ZRUN IORZ FRQV
HQRJHQRXV WR QLFRWLQH FRQVXPSWLRQ DV WKH QLFRWL
GRHV QRW VKDUH LQ WKH VDPH KHDOWK HIIHFWV DQG FKHF
WREDDFFR 7R WKL V HIIHFW GLVHQWDQJOLQJ ZRUN IORZ GL
WKH HIIHFWV WKHVH OHJLVODWLYH H[RJHQRXV VKRFNV KDV
SUR[LHV IRU FRUSRUDWH LQQRYDWLRQ ,Q WKH DJJUHJDWH
GHFUHDVLQJ WUHQG DWWULEXWHG WR WKH GHFUHDVH LQ C
VWXG\ VXFK DV FXOWXUDO JHQHUDWLRQDO HIIHFWV DQG
FDQ EH FDXVDOO\ DVVRFLDWHG ZLWK WKH DQG OHJ
DJJUHJDWH LQFUHDVLQJ WUHQG H[RJHQRXV WIRW KLVWULEX
WHFKQRORJLFDQ HGXFDWLRQDO H[SHULHQFH HIIHFWV D
EH FDXVDOO\ DVVRFLDWHG ZLWK WKH DQG OHJLVOD
WKUHH SKDVHV 3KDVH RQH LV WKH SUH WUHQG OHDGLQJ X
VPRNH IUHH ODZV WREDDFFR RQO\ ZHUH LPSOHPHQWHG LQ
JURZWK OHDGLQJ XS WR D VXGGHQ VLJQLILFDQW LQFUHDV
VPRNH IUHH ODZ LPSOHPHQWDWLRQ 7KLV GLVFRQWLQXLW\
KHDOWK HIIHFWV DQG FKHFDFDO PHQWDO VXSSUHVVDQWV
3KDVH WZR LV EHWZHHQ WKH OHJLVODWLYH VKRFNV 7KLV
VKLIW IURP WUDGLWLRQDO WREDDFFR FRQVXPSWLRQ PHWKR
YDSRUL]HUV ZKHUHE\ WKL V GHPRJUDSKLF VKLIW VHWV XS
UHFODVVLILFDWLRQ RI WREDDFFR DOWHUQDWLYHV (OHFWUF
KDELWV DV WUDGLWLRQDO WREDDFFR XVHUV ZKLFK LV NH\ L
UHFODVVLILFDWLRQ RI HOHFWURQLF YDSRUL]HUV 7KH
HOHFWURQLF YDSRUL]HUV XQGHU WKH XPEUHOOD RI WKH W
FRQWUROOHG LQ WKH ZRUNSODFH LQ WKH VDPH PDQQHU W
3KDVH WKUHH VKRZV DQRWKHU GLVFRQWLQXRXV MXPS LQ F
GLUHFWO\ WLHG WR ZRUN IORZ GLVFRQWLQXLW\ VHSDUDWH
ODZV ,Q WKL V ILQDO SKDVH WKH HIIHFWV RI ZRUN IORZ G
EH D FDXVDO IDFWRU PHDVXUHV RI SDWHQW DQG SDWHQW
WKRXVDQG ZRUNHUV