



**WILLIAM J. BAUMOL, ALAN S. BLINDER,
AND EDWARD N. WOLFF**

DOWNSIZING IN AMERICA

REALITY, CAUSES, AND CONSEQUENCES

Downsizing In America Reality Causes And Consequences

Richard Bailey



Downsizing In America Reality Causes And Consequences:

Downsizing in America William J. Baumol, Alan S. Blinder, Edward N. Wolff, 2005-04-07 In the 1980s and early 1990s a substantial number of U S companies announced major restructuring and downsizing But we don't know exactly what changes in the U S and global economy triggered this phenomenon Little research has been done on the underlying causes of downsizing Did companies actually reduce the size of their workforces or did they simply change the composition of their workforces by firing some kinds of workers and hiring others Downsizing in America one of the most comprehensive analyses of the subject to date confronts all these questions exploring three main issues the extent to which firms actually downsized the factors that triggered changes in firm size and the consequences of downsizing The authors show that much of the conventional wisdom regarding the spate of downsizing in the 1980s and 1990s is inaccurate Nearly half of the large firms that announced major layoffs subsequently increased their workforce by more than 10 percent within two or three years The only arena in which downsizing predominated appears to be the manufacturing sector less than 20 percent of the U S workforce Downsizing in America offers a range of compelling hypotheses to account for adoption of downsizing as an accepted business practice In the short run many companies experiencing difficulties due to decreased sales cash flow problems or declining securities prices reduced their workforces temporarily expanding them again when business conditions improved The most significant trigger leading to long term downsizing was the rapid change in technology Companies rid themselves of their least skilled workers and subsequently hired employees who were better prepared to work with new technology which in some sectors reduced the size of firm at which production is most efficient Baumol Blinder and Wolff also reveal what they call the dirty little secret of downsizing it is profitable in part because it holds down wages Downsizing in America shows that reducing employee rolls increased profits since downsizing firms spent less money on wages relative to output but it did not increase productivity Nor did unions impede downsizing The authors show that unionized industries were actually more likely to downsize in order to eliminate expensive union labor In sum downsizing transferred income from labor to capital from workers to owners

Strategic Redundancy Implementation Madeleine Stevens, 2022-03-30 Redundancy restructuring downsizing There are few if any other management books on this important topic and yet the pace of redundancies has only accelerated in recent years Coupled with this many companies that implement redundancies as a cost cutting exercise often fail to achieve their goal Whilst viewed as an uncomfortable topic by many guidance on how to implement a redundancy programme that is fair proportionate and ultimately leads to improved organisational performance has never been more needed This book fills this important gap It takes the reader through a redundancy implementation strategy Re Focus Re Organise and Re Build that incorporates the key aspects of planning and analysis fairness and justice and prepares management for redundancy implementation through training What will your communications include What will be your strategy for implementation What training does your management need Various

helpful template examples are included for employee consultation communication and training The book will be invaluable for business managers HR professionals employee representatives and HR students *Workers in America* Robert E. Weir,2013-01-08 This encyclopedia traces the evolution of American workers and labor organizations from pre Revolutionary America through the present day In 2001 Robert E Weir s two volume Historical Encyclopedia of American Labor was chosen as a New York Public Library Best in Reference selection Weir recently revised this groundbreaking resource resulting in content that is more accessible comprehensive and timely The newest edition *Workers in America A Historical Encyclopedia* features updated entries recent court cases a chronology of key events an enriched index and an extensive bibliography for additional research This expansive encyclopedia examines the complete panorama of America s work history including the historical account of work and workers the social inequities between the rich and poor violence in the Labor Movement and issues of globalization and industrial economics Organized in two volumes and arranged in A Z order the 350 entries span key events collective actions pivotal figures landmark legislation and important concepts in the world of labor and work

Human Resource Management Practices Maïke Andresen,Christian Nowak,2014-09-26 This book is designed to help practitioners and academics to assess the added value of HR practices It provides hands on recommendations for choosing effective means to manage HR and specific suggestions aimed at facilitating the measurement of HR practices impact on value creation Evidence based recommendations are made by drawing on thorough empirical research from various research traditions and academic disciplines It covers a wide variety of tasks faced by the HR function and specifically addresses new challenges such as assessing the added value of work life balance practices Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand,2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and

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21st Century Management: A Reference Handbook Charles Wankel, 2008 Ordered as part of a set on ID 7574134

More than Bricks in the Wall: Organizational Perspectives for Sustainable Success Lea Stadtler, Achim Schmitt, Patricia Klarner, Thomas Straub, 2010-08-17 This book illustrates different organizational perspectives for achieving sustainable corporate success Its contributions cover a range of research areas that have been developed at Prof Gilbert Probst's Chair of Organization and Management at the University of Geneva over the past twenty years By analyzing current research questions and highlighting corresponding managerial challenges this book provides a comprehensive view on corporate growth change management crisis management knowledge management and managing corporate boundaries

Enduring Effects of Job Displacement on Career Outcomes Jennie E. Brand, 2004

The SAGE Handbook of Human Resource Management Adrian Wilkinson, 2009-11-25 For advanced students and researchers in the field this handbook focuses on familiarizing the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations

Noteworthy Books in Industrial Relations and Labor Economics, 1996

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Journal of Economic Literature, 2005

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The Book Review Digest, 2004

Industrial Relations, 2005

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America, History and Life, 2005

Article abstracts and citations of reviews and dissertations covering the United States and Canada

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Table of Contents Downsizing In America Reality Causes And Consequences

1. Understanding the eBook Downsizing In America Reality Causes And Consequences
 - The Rise of Digital Reading Downsizing In America Reality Causes And Consequences
 - Advantages of eBooks Over Traditional Books
2. Identifying Downsizing In America Reality Causes And Consequences
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Downsizing In America Reality Causes And Consequences
 - User-Friendly Interface
4. Exploring eBook Recommendations from Downsizing In America Reality Causes And Consequences
 - Personalized Recommendations
 - Downsizing In America Reality Causes And Consequences User Reviews and Ratings
 - Downsizing In America Reality Causes And Consequences and Bestseller Lists
5. Accessing Downsizing In America Reality Causes And Consequences Free and Paid eBooks

- Downsizing In America Reality Causes And Consequences Public Domain eBooks
- Downsizing In America Reality Causes And Consequences eBook Subscription Services
- Downsizing In America Reality Causes And Consequences Budget-Friendly Options
- 6. Navigating Downsizing In America Reality Causes And Consequences eBook Formats
 - ePub, PDF, MOBI, and More
 - Downsizing In America Reality Causes And Consequences Compatibility with Devices
 - Downsizing In America Reality Causes And Consequences Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Downsizing In America Reality Causes And Consequences
 - Highlighting and Note-Taking Downsizing In America Reality Causes And Consequences
 - Interactive Elements Downsizing In America Reality Causes And Consequences
- 8. Staying Engaged with Downsizing In America Reality Causes And Consequences
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Downsizing In America Reality Causes And Consequences
- 9. Balancing eBooks and Physical Books Downsizing In America Reality Causes And Consequences
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Downsizing In America Reality Causes And Consequences
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Downsizing In America Reality Causes And Consequences
 - Setting Reading Goals Downsizing In America Reality Causes And Consequences
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Downsizing In America Reality Causes And Consequences
 - Fact-Checking eBook Content of Downsizing In America Reality Causes And Consequences
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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