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The Organization In Crisis Downsizing

The Organization in Crisis brings together a team of leading international researchers and practitioners to study the implementation and impact of organizational changes such as downsizing, restructuring and privatization.

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The Organization in Crisis: Downsizing, Restructuring, and ...

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[PDF] The organization in crisis : downsizing ...

Downsizing is the process of minimization or removal of the organization ' s employees or workforce through the disposal of inefficient employees, divisions, or units. It is a typical hierarchical practice, as a rule, related to financial downturns and cost-cutting drives.

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What is Downsizing? Definition, Working and Examples ...

The recession that began in 2007 resulted in organizational retrenchment strategies focused on workforce reductions. In order to successfully emerge from this crisis and sustain long-term viability for their organizations, managers needed to reengage surviving employees and minimize the potential for retaliatory behavior by the victims of the downsizing activities.

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Organizational Downsizing During an Economic Crisis ...

Courtesy of Southwest Airline. The global economic downturn has forced many companies to make deep cuts to their work forces. Numerous retailers like Mervyn ' s and Circuit City Stores Inc. closed locations, filed for bankruptcy or shut down altogether. Even companies like Yahoo!, Google, American Express and Motorola have had to cut their work forces.

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Which Way Should You Downsize in a Crisis?

to an organizational crisis absent a well-defined strategic plan might result in across-the-board cuts that “ penalize the most efficient units of the organization, thus decreasing its competitive advantage ” (Davis, 2003). Unquestionably, the dramatic implications of the downsizing process need to be carefully assessed. The

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Running head: Downsizing as a Strategic Intervention

This is termed as organizational downsizing which is a reduction in organizational size and operating costs to improve efficiency, productivity, and competitiveness. But the organization would need to operate with the reduced manpower and perform the same workload that existed before downsizing.

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### Downsizing Employees Advantages and Disadvantages - WiseStep

These reasons can range from poor performance by the employees, the poor performance of the organizations in economic downturns that necessitates laying off employees to save costs, and for disciplinary reasons. There are other reasons as well which include the shuttering or the closing of the organization. Whatever be the reason, downsizing is a painful process for both the employees and the organization and more for the former.

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### Managing Downsizing in Organizations

Let ' s have a look at all the reasons that may induce an organization to resort to downsizing. 1. Economic Crisis. The economic crisis is the biggest cause of downsizing a business. The recent economic recession triggered a number of layoffs in many reputed and popular organizations around the world.

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### Top Six Reasons For Downsizing a business - Words Wagon

The successful organizations such as Downsizing Quadrants are the one who able to predict market trends better than others, provide resources to develop products and services to leverage those trends, able to counter competitors ' threats, and meet customers ' expected value proposition.

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### MBA SWOT : Which Way Should You Downsize in a Crisis? SWOT ...

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### The Organization In Crisis Downsizing Restructuring And ...

A mere 13% of employees strongly agree the leadership of their organization communicates effectively with the rest of the organization. The remaining 87% leaves a lot of room for misinformation to ...

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### Crisis Communication: How Great Leaders Stop Rumors Before ...

If one organization purchases another, there is a definite change in the management, and the staff of the acquired company has to face the prospect of unemployment. The reason for this is the same as the earlier case, viz, to cut costs and increase revenue. Change in Management. A change in the top brass of a company can also result in downsizing.

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## Reasons for Downsizing - Business Zeal

To contain costs, TSMC implemented forced unpaid leaves as well as employment downsizing of about 3 percent of the workforce. The results: In the second quarter, revenues were 80 percent higher ...

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## Employment Downsizing and its Alternatives

Downsizing is sometimes seen primarily as a cost-reducing response to various crises and external factors over which management has little or no control. Others see downsizing as a strategic management initiative in its own right.

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## Causes and consequences of downsizing: Towards an ...

Others can be negative, like business downsizing, hostile takeovers, natural disasters, political upheavals or technological disruptors. The many forms of crisis management are, therefore, merely ...

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## Council Post: The Myth Of 'Crisis Leadership'

en. In the face of slowing or declining sales, companies often downsize their employee base as a means of cutting costs to boost profitability. In 2007, nearly 1 million employees lost their jobs in a mass layoff (50-plus employees) in the United States (an average of 180 workers in approximately 5,300 separate events, according to the Bureau of Labor Statistics).

The Organization in Crisis brings together a team of leading international researchers and practitioners to examine key issues associated with organizational change and suggest how such changes can be better managed in the future.

Presented by the Society for Industrial and Organizational Psychology, this much-needed resource offers a wealth of theoretical information, best business practices, and winning techniques for executives who must guide their companies through the often difficult processes of mergers, acquisitions, downsizings, and other transitions. Written by top experts in the field, Resizing the Organization is a field guide for applying industrial and organizational psychology theories and practices to the management of change strategies.

Analyzes the relationship between organizational restructuring and corporate downsizing and a firm's perceived social responsibility and responsiveness.

It is often said that the practice of management is in crisis, and that managers are now finding it harder than ever to develop strategies which withstand the shocks

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of the marketplace. This illuminating book cuts through these conflicting issues to show how organizational communication plays a vital role in confronting uncertainty. Arguing that many managers fail to adequately consider the communication consequences of the decision making process and its impact on organizational effectiveness, Hargie and Tourish present here numerous organizational communication insights, and show how they reveal a way through these dilemmas. Based on cutting-edge research findings and case studies, this book features contributions from the UK, USA, Canada, New Zealand and Norway, bringing multiple perspectives to this topical subject. The result is a comprehensive guide to organizational communication useful for managers, academics and students.

This special issue provides empirical and theoretical contributions addressing two areas of the multifaceted change arena: corporate restructurings such as merger and acquisition, and changing the way business is done.

The latest edition of this classic text provides a comprehensive and internationally relevant introduction to work and organizational psychology, exploring the depth and diversity of the field in an accessible way without obscuring the complexities of the subject. Third edition of a classic textbook offering a complete introduction to work and organizational psychology for undergraduate and graduate students with no prior knowledge of the field An innovative new six part structure with two-colour presentation focuses the core material around issues that are either Job-Focused, Organization-Focused, or People-Focused Each chapter title is a question designed to engage readers in understanding work and organizational psychology whilst simultaneously inviting discussion of key topics in the field The third edition introduces two new co-editors in Franco Fraccaroli from Italy and Magnus Sverke, who join Nik Chmiel and will increase relevance and appeal for European students

'Two deep human needs are to master the world and to feel safe and secure. The Great Recession thwarted both needs for millions of people around the world. Cooper and Antoniou's global team of scholars address the psychological, economic, social, and other dimensions of our current crisis while charting paths whereby we can again satisfy these needs. Let us rise above the crisis and follow Aristotle's path to living well and faring well. This book offers a plan for doing so.' James Campell Quick, The University of Texas at Arlington, US An economic recession can affect the aggregate well-being of a population. This highly regarded and timely book shows a significant increase in the mean levels of distress and dissatisfaction in the work place in recent years. In particular, increasing job demands, intrinsic job insecurity and increasingly inadequate salaries make substantial contributions to psychological distress, family conflict and related behaviors. The contributors reveal that the recession has fundamentally altered the way employees view their work and leaders. With employers and employees still facing a continued period of uncertainty, a severe impact on employment relations is a continuing reality. Given the difficult economic times, many people are feeling the pressure to work harder. This book will be valuable for undergraduate students and practitioners in the fields of organizational behavior and human resource management.

Ô This is an enlightening text on the subject of employment and work relations that will be useful for students in economics, specifically those studying labor relations. Ô Ð Lucy Heckman, American Reference Books Annual 2012 The broad field of employment relations is diverse and complex and is under constant development and reinvention. This Research Handbook discusses fundamental theories and approaches to work and employment relations, and their connection

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to broader political and societal changes occurring throughout the world. It provides comprehensive coverage of work and employment relations theory and practice. This up-to-date research compendium has drawn together a range of international authors from diverse disciplinary backgrounds. There are chapters from labour historians, theoreticians, more mainstream industrial relations scholars, sociologists, organizational psychologists, geographers, policy advisors, economists and lawyers. At the heart of each chapter is the notion that the world of work and employment relations has changed substantially since the halcyon days of IR, throughout the Dunlop Era of the 1950s. However, many areas of enquiry remain, and more questions have developed with society and technology. This Handbook reflects this view. As the field of study and practice continues to evolve throughout the twenty-first century, what lessons have we learnt from the past and what can we expect in the future? Academics and postgraduate students researching industrial relations, human resource management, employment relations, industrial sociology and sociology of work will find this important resource invaluable.

Organizational Crisis Management: The Human Factor offers theoretical background and practical strategies for responding to workplace crises. Responding to a paradigm that focuses on the operational aspects of continuity to the detriment of human factors, this volume provides a comprehensive understanding of the unavoidable yet often complex reacti

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