



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

DOWNSIZING IN AMERICA

REALITY, CAUSES, AND CONSEQUENCES

Downsizing In America Reality Causes

Susan E. Jackson, Randall S. Schuler



Downsizing In America Reality Causes:

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

The Rise and Fall of Corporate Social Responsibility Douglas M. Eicher, 2017-05-25 Corporate social responsibility was one of the most consequential business trends of the twentieth century Having spent decades burnishing reputations as both great places to work and generous philanthropists large corporations suddenly abandoned their commitment to their communities and employees during the 1980s and 1990s indicated by declining job security health insurance and corporate giving Douglas M Eicher argues that for most of the twentieth century the benevolence of large corporations functioned to stave off government regulations and unions as corporations voluntarily adopted more progressive workplace practices or made philanthropic contributions Eicher contends that as governmental and union threats to managerial prerogatives withered toward the century s end so did corporate social responsibility Today with shareholder value as their beacon large corporations have shred their social contract with their

employees decimated unions avoided taxes and engaged in all manner of risky practices and corrupt politics This book is the first to cover the entire history of twentieth century corporate social responsibility It provides a valuable perspective from which to revisit the debate concerning the public purpose of large corporations It also offers new ideas that may transform the public debate about regulating larger corporations

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

21st Century Management: A Reference Handbook Charles Wankel, 2008 Ordered as part of a set on ID 7574134 **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 **Enduring Effects of Job Displacement on Career Outcomes** Jennie E. Brand, 2004

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This book delves into Downsizing In America Reality Causes. Downsizing In America Reality Causes is a crucial topic that needs to be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Downsizing In America Reality Causes, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to Downsizing In America Reality Causes
 - Chapter 2: Essential Elements of Downsizing In America Reality Causes
 - Chapter 3: Downsizing In America Reality Causes in Everyday Life
 - Chapter 4: Downsizing In America Reality Causes in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, the author will provide an overview of Downsizing In America Reality Causes. The first chapter will explore what Downsizing In America Reality Causes is, why Downsizing In America Reality Causes is vital, and how to effectively learn about Downsizing In America Reality Causes.
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 5. In chapter 4, this book will scrutinize the relevance of Downsizing In America Reality Causes in specific contexts. This chapter will explore how Downsizing In America Reality Causes is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Downsizing In America Reality Causes. This chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Downsizing In America Reality Causes.

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