



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

DOWNSIZING IN AMERICA

REALITY, CAUSES, AND CONSEQUENCES

Downsizing In America Reality Causes And Consequences

Rick Wartzman



Downsizing In America Reality Causes And Consequences:

Downsizing in America William J. Baumol, Alan S. Blinder, Edward N. Wolff, 2003-06-26 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 [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

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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

The Public Company Transformed Brian Cheffins,2018-09-28 For decades the public company has played a dominant role in the American economy Since the middle of the 20th century the nature of the public company has changed considerably The transformation has been a fascinating one marked by scandals political controversy wide swings in investor and public sentiment mismanagement entrepreneurial verve noisy corporate raiders and various other larger than life personalities Nevertheless amidst a voluminous literature on corporations a systematic historical analysis of the changes that have occurred is lacking The Public Company Transformed correspondingly analyzes how the public company has been recast from the mid 20th century through to the present day with particular emphasis on senior corporate executives and the constraints affecting the choices available to them The chronological point of departure is the managerial capitalism era which prevailed in large American corporations following World War II The book explores managerial capitalism s rise its 1950s and 1960s heyday and its fall in the 1970s and 1980s It describes the American public companies and executives that enjoyed prosperity during the 1990s and the reversal of fortunes in the 2000s precipitated by

corporate scandals and the financial crisis of 2008 The book also considers the regulation of public companies in detail and discusses developments in shareholder activism company boards chief executives and concerns about oligopoly The volume concludes by offering conjectures on the future of the public corporation and suggests that predictions of the demise of the public company have been exaggerated *The Oxford Handbook of Job Loss and Job Search* Ute-Christine Klehe PhD, Edwin van Hooft PhD, 2018-05-08 Job search is and always has been an integral part of people's working lives Whether one is brand new to the labor market or considered a mature experienced worker job seekers are regularly met with new challenges in a variety of organizational settings Edited by Ute Christine Klehe and Edwin A J van Hooft The Oxford Handbook of Job Loss and Job Search provides readers with one of the first comprehensive overviews of the latest research and empirical knowledge in the areas of job loss and job search Multidisciplinary in nature Klehe van Hooft and their contributing authors offer fascinating insight into the diverse theoretical and methodological perspectives from which job loss and job search have been studied such as psychology sociology labor studies and economics Discussing the antecedents and consequences of job loss as well as outside circumstances that may necessitate a more rigorous job hunt this Handbook presents in depth and up to date knowledge on the methods and processes of this important time in one's life Further it examines the unique circumstances faced by different populations during their job search such as those working job to job the unemployed mature job seekers international job seekers and temporary employed workers Job loss and unemployment are among the worst stressors individuals can encounter during their lifetimes As a result this Handbook concludes with a discussion of the various types of interventions developed to aid the unemployed Further it offers readers important insights and identifies best practices for both scholars and practitioners working in the areas of job loss unemployment career transitions outplacement and job search Jobs Aren't Enough Roberta Rehner Iversen, Annie Laurie Armstrong, 2006 Job opportunity is a myth for 25% of U S wage earners 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 shredded 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

Encyclopedia of Strategic Leadership and Management Wang, Viktor, 2016-12-12 Strategic leadership techniques are the cornerstone to positive growth and prosperity within businesses and organizations Implementing new management strategies and practices helps to ensure managers are optimizing their resources and driving innovation The Encyclopedia of Strategic Leadership and Management investigates emergent administrative techniques and business practices being utilized within corporate and educational settings Highlighting empirical research and best practices within the field this encyclopedia will be an authoritative reference source for students researchers faculty librarians managers and leaders across various disciplines and cultures

Handbook of Economic Growth Philippe Aghion, Steven Durlauf, 2005-12-09 The Handbooks in Economics series continues to provide the various branches of economics with handbooks which are definitive reference sources suitable for use by professional researchers advanced graduate students or by those seeking a teaching supplement The Handbook of Economic Growth edited by Philippe Aghion and Steven Durlauf with an introduction by Robert Solow features in depth authoritative survey articles by the leading economists working on growth theory Volume 1a the first in this two volume set covers theories of economic growth the empirics of economic growth and growth policies and mechanisms Volume 1b the second in this two volume set covers technology trade and geography and growth and socio economic development

Jobs and the Labor Force of Tomorrow Michael A. Pagano, 2017-09-11 The new volume in the Urban Agenda series addresses the challenges shaping the development of human capital in metropolitan regions The articles products of the 2016 Urban Forum at the University of Illinois at Chicago engage with the overarching idea that a dynamic metropolitan economy needs a diverse trained and available workforce that can adapt to the needs of commerce industry government and the service sector Authors explore provocative issues like the jobless recovery migration and immigration K 12 education preparedness the urban oriented gig economy postsecondary workforce training and the recruitment and professional development of millennials Contributors Xochitl Bada John Bragelman Laura Dresser Rudy Faust Beth Gutelius Brad Harrington Gregory V Larnell Twyla T Blackmond Larnell and Nik Theodore

Sustainable Working Lives Jukka Vuori, Roland Blonk, Richard H. Price, 2015-04-15 The purpose of this volume is to describe the impact of the increased demand for flexibility on employees and its impact on their individual work life trajectories and health The volume offers concrete examples of interventions aimed to find innovative ways of sustainable work careers for today s workers We focus on the school to work transition job insecurity job loss and re employment and retirement The interventions described offer strategies for implementing support in employment contracts increasing preparedness of individual employees with public education programs or developing work arrangements and support systems in work organizations

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 After Race Antonia Darder, Rodolfo D. Torres, 2004-08-01 After Race pushes us beyond the old race vs class debates to delve deeper into the structural conditions that spawn racism Darder and Torres place the study of racism forthrightly within the context of contemporary capitalism While agreeing with those who have argued that the concept of race does not have biological validity they go further to insist that the concept also holds little political symbolic or descriptive value when employed in social science and policy research Darder and Torres argue for the need to jettison the concept of race while calling adamantly for the critical study of racism They maintain that an understanding of structural class inequality is fundamentally germane to comprehending the growing significance of racism in capitalist America *The Writing on the Wall* Will Hutton, 2006-11-14 This controversial book suggests and urges that America must help China become a superpower in order to guarantee its own financial success and possibly even world peace **The End of Loyalty** Rick Wartzman, 2017-05-30 Having a good stable job used to be the bedrock of the American Dream Not anymore In this richly detailed and eye opening book Rick Wartzman chronicles the erosion of the relationship between American companies and their workers Through the stories of four major employers General Motors General Electric Kodak and Coca Cola he shows how big businesses once took responsibility for providing their workers and retirees with an array of social benefits At the height of the post World War II economy these companies also believed that worker pay needed to be kept high in order to preserve morale and keep the economy humming Productivity boomed But the corporate social contract didn't last By tracing the ups and downs of these four corporate icons over seventy years Wartzman illustrates just how much has been lost job security and steadily rising pay guaranteed pensions robust health benefits and much more Charting the Golden Age of the 50s and 60s the turbulent years of the 70s and 80s and the growth of downsizing outsourcing and instability in the modern era Wartzman's narrative is a biography of the American Dream gone sideways Deeply researched and compelling The End of Loyalty will make you rethink how Americans can begin to resurrect the middle class Finalist for the Los Angeles Times book prize in current interest A best business book of the year in economics Strategy Business **The Digital Hand, Vol 3** James W. Cortada, 2007-11-06 In The third volume of The Digital Hand James W Cortada completes his sweeping survey of the effect of

computers on American industry turning finally to the public sector and examining how computers have fundamentally changed the nature of work in government and education This book goes far beyond generalizations about the Information Age to the specifics of how industries have functioned now function and will function in the years to come Cortada combines detailed analysis with narrative history to provide a broad overview of computing's and telecommunications role in the entire public sector including federal state and local governments and in K 12 and higher education Beginning in 1950 when commercial applications of digital technology began to appear Cortada examines the unique ways different public sector industries adopted new technologies showcasing the manner in which their innovative applications influenced other industries as well as the U S economy as a whole He builds on the surveys presented in the first volume of the series which examined sixteen manufacturing process transportation wholesale and retail industries and the second volume which examined over a dozen financial telecommunications media and entertainment industries With this third volume The Digital Hand trilogy is complete and forms the most comprehensive and rigorously researched history of computing in business since 1950 providing a detailed picture of what the infrastructure of the Information Age really looks like and how we got there Managers historians economists and those working in the public sector will appreciate Cortada's analysis of digital technology's many roles and future possibilities

Race and Economic Opportunity in the Twenty-First Century Marlene Kim, 2007-06-21 Examining the crucial topic of race relations this book explores the economic and social environments that play a significant role in determining economic outcomes and why racial disparities persist With contributions from a range of international contributors including Edward Wolff and Catherine Weinberger the book compares how various racial groups

Building Anticipation of Restructuring in Europe Marie-Ange Moreau, 2009 This work presents a stimulating analysis of restructuring by developing a European perspective The book provides a clear analysis of the capacity of the actors through different models of industrial relations and corporate governance to intervene in the process of restructuring

Women's Labour and the History of the Book in Early Modern England Valerie Wayne, 2020-05-14 This collection reveals the valuable work that women achieved in publishing printing writing and reading early modern English books from those who worked in the book trade to those who composed selected collected and annotated books Women gathered rags for paper production invested in books and oversaw the presses that printed them Their writing and reading had an impact on their contemporaries and the developing literary canon A focus on women's work enables these essays to recognize the various forms of labour textual and social as well as material and commercial that women of different social classes engaged in Those considered include the very poor the middling sort who were active in the book trade and the elite women authors and readers who participated in literary communities Taken together these essays convey the impressive work that women accomplished and their frequent collaborations with others in the making marking and marketing of early modern English books

Research Methodology in Strategy and Management David J. Ketchen Jr., Donald D. Bergh, 2006-07-25 Offers

twelve chapters of discussion surrounding various tools and methods utilized by scholars and academics This title covers a range of approaches for strategists managers and researchers

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