

LOUISE MOSER ILLES

CHRONICLE OF A PLANT CLOSING

With Lessons for Understanding and Survival

Three pink geometric shapes, including a semi-circle, a rectangle, and a triangle, are positioned above the word 'SHUTTING'.

SHUTTING DOWN

Sizing Down Chronicle Of A Plant Closing

Clemens Wendtner



Sizing Down Chronicle Of A Plant Closing:

Sizing Down Louise Moser Illes, 1997 *Sizing Down* Louise Moser Illes, 2018-09-05 In January 1992 human resources manager Louise Moser Illes was notified along with nine hundred co workers that the semiconductor plant where she worked would be closed by the end of the year A month later she began to document the process that she helped carry out and that left her without a job Closing a plant takes a heavy toll on the employees the community and the company management While much has been written about the effects of plant shutdowns in the past three decades *Sizing Down* is one of the first studies of the process itself Illes uses her paradoxical perspective as a victim of downsizing charged with its orchestration to examine every phase of the shutdown and to draw out the constructive lessons that can be learned from the experience What she learned at the Signetics semiconductor plant in Orem Utah has relevance for people caught in any reduction of personnel and facilities From the compelling stories of how individual employees responded and her own observations of the parent company Illes teases out the most effective strategies to sustain worker morale How did employees regain equilibrium in their working lives Which management decisions helped retain the company's essential human resources and contributed to its overall financial health What were the minor problems that went unnoticed until they grew difficult to manage Illes includes an appendix of the questions asked of workers and managers suggesting guidelines to minimize the disasters of sizing down *Monthly Labor Review* United States. Bureau of Labor Statistics, 2006 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Challenges for Work and Family in the Twenty-First Century* Dana Vannoy, Paula Dubeck, Stimulated by unprecedented and complex changes in the nation's social landscape the fourteen original papers in the present volume attempt to recast our approach to existing institutional arrangements between family and economy The authors set the stage for redefinitions that give meaning and place to individuals thus serving broader social goals *The High Cost of Low Morale...and what to do about it* Carol A. Hacker, 2021-10-19 While the morale of an organization is an intangible element composed of feelings and attitudes of individuals and groups the effects of morale include tangible and extremely important factors such as profits efficiency quality and productivity Low morale and its costliest indicator high turnover can be a tremendous drain on a company's finances Managers often view morale as mysterious and unpredictable when in fact it is a measurable controllable expense The *High Cost of Low Morale* explores the underlying causes of low morale and offers you field proven practical methods for increasing morale and reducing turnover in your organization *Downsizing* Cary L. Cooper, Alankrita Pandey, James Campbell Quick, 2012-04-19 Downsizing is one of the most frequently used business strategies for reducing costs returning firms to profit or for restructuring businesses following takeovers mergers and acquisitions Downsizing measures are also set to become much more prevalent in the public sector as governments seek to restrict levels of public spending This book is one of the first to provide a thorough study of downsizing from a global perspective It examines the phenomenon in its

entirety exploring how it is initiated and what the process of downsizing looks like It also looks at the effects of downsizing at a number of different levels from the individual e g motivational effects effects on health and stress levels to the organizational e g financial outcomes reputational and productivity outcomes Written by an international team of experts the book provides a comprehensive overview of downsizing that examines both the strategic and human implications of this process

Buoyancy on the Bayou Jill Ann. Harrison, 2012-12-15 Over the past several decades shrimp has transformed from a luxury food to a kitchen staple While shrimp loving consumers have benefited from the lower cost of shrimp domestic shrimp fishers have suffered particularly in Louisiana Most of the shrimp that we eat today is imported from shrimp farms in China Vietnam and Thailand The flood of imported shrimp has sent dockside prices plummeting and rising fuel costs have destroyed the profit margin for shrimp fishing as a domestic industry In *Buoyancy on the Bayou* Jill Ann Harrison portrays the struggles that Louisiana shrimp fishers endure to remain afloat in an industry beset by globalization Her in depth interviews with more than fifty individuals working in or associated with shrimp fishing in a small town in Louisiana offer a portrait of shrimp fishers lives just before the BP oil spill in 2010 which helps us better understand what has happened since the Deepwater Horizon disaster Harrison shows that shrimp fishers go through a careful calculation of noneconomic costs and benefits as they grapple to figure out what their next move will be Many willingly forgo opportunities in other industries to fulfill what they perceive as their cultural calling Others reluctantly leave fishing behind for more lucrative work but they mourn the loss of a livelihood upon which community and family structures are built In this gripping account of the struggle to survive amid the waves of globalization Harrison focuses her analysis at the intersection of livelihood family and community and casts a bright light upon the cultural importance of the work that we do

The Employee-Organization Relationship Lynn M. Shore, Jacqueline A-M. Coyle-Shapiro, Lois E. Tetrick, 2012-03-12 Employee organization relationship is an overarching term that describes the relationship between the employee and the organization It encompasses psychological contracts perceived organizational support and the employment relationship Remarkable progress has been made in the last 30 years in the study of EOR This volume by a stellar list of international contributors offers perspectives on EOR that will be of interest to scholars practitioners and graduate students in IO psychology business and human resource management

BNA's Employee Relations Weekly ,1997

Economic Justice and Natural Law Gary Chartier, 2009-08-06 Gary Chartier elaborates a version of economic justice rooted in the natural law tradition

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