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The Organization in Crisis

**DOWNSIZING,
RESTRUCTURING,
AND PRIVATIZATION**

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The Organization In Crisis Downsizing Restructuring And Privatization Manchester Business And Management Series

David Parker



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The Organization in Crisis Ronald J. Burke, Cary L. Cooper, 2000-10-19 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 **Social Sciences Index**, 1998 *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 Responsible Restructuring Wayne F Cascio, 2002-10-02 Firms that restructure through downsizing are not more profitable than those that don't and often end up hurting themselves in the long run Responsible Restructuring draws on the results of an eighteen year study of S P 500 firms to prove that it makes good business sense to restructure responsibly to avoid downsizing and instead regard employees as assets to be developed rather than costs to be cut Wayne Cascio explodes thirteen common myths about downsizing detailing its negative impact on profitability productivity quality and on the morale commitment and even health of survivors He uses real life examples to illustrate successful approaches to responsible restructuring used by companies such as Charles Schwab Compaq Cisco Motorola Reflexite and Southwest Airlines And he offers specific step by step advice on what to do and what not to do when developing and implementing a restructuring strategy that unlike layoffs leaves the organization stronger and better able to face the challenges ahead **Organizational Restructuring** Dr. Yash Paul Soni, 2016-01-04 The political climate of the 1990s ushered through changes in the way corporate entities structured their businesses largely influenced by the professionalization of corporate management in America There are many examples in the decade which portray the emergence of corporate restructuring combined with corporate structures struggling to compete for the potential wealth and personal power identified The New Organizational Reality Marilyn K. Gowing, 1997 This text describes and assesses the impact of restructuring and downsizing on both employees and companies It presents case studies showing how organizations have successfully managed restructuring and discusses principles and practices for revitalizing companies affected by restructuring **Managing the Aftermath of Radical Corporate Change** Eliezer Geisler, 1997-09-23 The

radical restructuring of organizations can have momentous effects and not all of them are good. In fact many are actually bad and may cause serious harm. How management can remedy these ill effects systematically and restore stability to their traumatized organizations is the theme of Dr Geisler's compelling new book. How do we clean up the mess from poorly conceived badly implemented and ultimately unsuccessful restructurings? How can managers who have been caught up in these changes and who are as disrupted by them as anyone regain their own equilibrium and help the healing and reconstructive process take hold? Geisler's answers to these questions are essential reading for corporate executives in all types of organizations public and private both and for academics and students. Dr Geisler lists the problems associated with radical change and describes the futility of total corporate transformations in general. In addition he develops a staged process by which managers can counteract the side effects of radical change programs. By showing that the beneficial effects of radical corporate change are usually transient Dr Geisler's process is a key ingredient in any effort designed for the long term survival of the firm and the preservation of its strategic goals and methods. Thus not only does Geisler provide a sound well reasoned criticism of corporate restructuring but he offers something that few if any other books can offer a workable means to cope constructively with the effects of its many failures.

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Corporate Downsizing Demystified Franco Gandolfi, 2006. Due to the increased levels of organizational efficiency profitability and competitiveness have produced major layoffs and redundancies corporate downsizing has now become a strategy of choice for many corporations and governmental agencies. It is now

Privatisation and Business Restructuring David Parker, 1994. *Downsizing* Cary L. Cooper, Alankrita Pandey, James C. Quick, 2012. A comprehensive overview of downsizing that examines both the strategic and human implications of this process.

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