



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

# **DOWNSIZING IN AMERICA**

**REALITY, CAUSES, AND CONSEQUENCES**

# Downsizing In America Reality Causes

**Roberta Rehner Iversen, Annie Laurie  
Armstrong**



## **Downsizing In America Reality Causes:**

*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

### **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 **A Concise Guide to Corporate**

**Downsizing** Rocki-Lee DeWitt,Alyson P. House,2025-07-15 This incisive guide showcases contemporary downsizing scholarship and practice examining post downsizing effects on unemployment attitudes and behaviors It provides historical analyses and comprehensive literature reviews as well as empirical and theoretical assessments of contextual influences on downsizing Renowned experts address leadership and managerial motives and practices in downsizing implementation exploring the relationship between downsizing and financial performance *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 **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 budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16

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**Options Over the Career** S. Gayle Baugh, Sherry E. Sullivan, 2009-07-01 The first volume of the series Maintaining Focus Energy and Options Over the Career examines how individuals enact and keep their career vital over their work life Awarding winning internationally renowned researchers including Daniel Feldman Jennifer Deal Phyllis Tharenou and Terry Beehr examine the dynamic nature of contemporary careers and how careers change as individuals change in response to such factors as aging learning experience or contextual changes Volume 1 includes theoretical perspectives on maintaining person environment fit over the course of the career the shifting constellation of developmental relationships over time and place a new framework for examining midcareer renewal a reconceptualization of the retirement transition and potential gender differences in self initiated international careers Empirical studies in volume 1 examine provocative questions including Is the traditional career really dead Are there significant generational differences in learning and development Can career plateauing be positive for the individual or the organization The focus throughout this volume is on how careers unfold over time and how individuals remain productive and successful as they navigate career changes

**The Transformation of Solidarity** Romke Jan van der Veen, Mara Yerkes, Peter Achterberg, 2011-12-01 De literatuur over welvaartsstaten richt zich vaak op beleidsveranderingsprocessen en de mechanismen die deze veranderingen veroorzaken of tegenwerken De werkelijke verandering wordt vaak geïnterpreteerd als gevolg van externe crises of als gevolg van de meer geleidelijke beleidsveranderingsprocessen Dit boek heeft een ander uitgangspunt de auteurs onderzoeken de bewering dat de sociale en economische veranderingen als gevolg van de overgang naar een postindustrialistische samenleving de sociale fundamenteën van de verzorgingsstaat hebben verzwakt

**The Venturesome Economy** Amar Bhidé, 2008-09-15 Many warn that the next stage of globalization the offshoring of research and development to China and India threatens the foundations of Western prosperity But in The Venturesome Economy acclaimed business and economics scholar Amar Bhidé shows how wrong the doomsayers are Using extensive field studies on venture capital backed businesses to examine how technology really advances in modern economies Bhidé explains why knowledge developed abroad enhances not diminishes prosperity at home and why trying to maintain the U S lead by subsidizing more research or training more scientists will do more harm than good When breakthrough ideas have no borders a nation's capacity to exploit cutting edge research regardless of where it originates is crucial venturesome consumption the willingness and ability of businesses and consumers to effectively use products and technologies derived from scientific research is far more important than having a share of such research In fact a venturesome economy benefits from an increase in research produced abroad the success of Apple's iPod for instance owes much to technologies developed in Asia and Europe Many players entrepreneurs managers financiers salespersons consumers and not just a few brilliant scientists and engineers have kept the United States at the forefront of the innovation game As long as their venturesome spirit remains alive and well advances abroad need not be feared Read The Venturesome Economy and learn why and see how we can keep it that way

[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 A Handbook of Industrial Districts Giacomo Becattini,Marco Bellandi,Lisa De Propriis,2014-05-14 A Handbook of Industrial Districts is a very well organized and structured collection of scientific works on the theory of industrial districts Roberta Capello Regional Studies In this comprehensive original reference work the editors have brought together an unrivalled group of distinguished scholars and practitioners to comment on the historical and contemporary role of industrial districts **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 **Women Police in a Changing Society** Mangai Natarajan,2016-02-11 Offering a fascinating account of the development of women police over the past twenty years this book refers to the author s extended research in India to examine how the Indian experience demonstrates a valuable alternative to the Anglo American model not only for traditional societies but for women police in the West as well With reference to the establishment in 1992 of all women units in Tamil Nadu this unique experiment proved highly successful in enhancing the confidence and professionalism of women officers and ensuring the effectiveness and efficiency of the police At a time when policing is being rethought all over the world not only in traditional societies the Tamil Nadu practice illustrates important lessons for western countries that are finding it increasingly difficult to recruit and retain women officers Natarajan s remarkable book is an important and original contribution to the literature on gendered policing which to date has concentrated almost exclusively on the US and British experience **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 computings 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      *Leadership Lessons from Compelling Contexts* Claudia Peus,Susanne Braun,Birgit Schyns,2016-03-11 This volume uses the idiosyncrasies of compelling contexts to teach fundamental leadership lessons that are applicable to other settings Practitioners and researchers are challenged to deviate from standard models and provided with new ideas for leadership development      *The Transformation of the American Pension System* Edward N. Wolff,2011 This volume focuses primarily on changes in the U S pension system from 1983 to 2009 However attention is paid to the entire retirement system including the role of Social Security      **Jobs Aren't Enough** Roberta Rehner Iversen,Annie Laurie Armstrong,2006 Job opportunity is a myth for 25% of U S wage earners



## Decoding **Downsizing In America Reality Causes**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Downsizing In America Reality Causes**," a mesmerizing literary creation penned by way of a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book is central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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