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Resizing the Organization

Managing Layoffs,
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MAXIMIZING GAIN WHILE MINIMIZING PAIN

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Jay A. Conger, Ronald E. Riggio



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The Peak Performing Organization Ronald J. Burke, Cary L. Cooper, 2008-11-26 Building a peak performing organization is not easy or else everybody would be achieving this goal Organizations today are facing heightened challenges in remaining competitive in a more demanding global business environment New technology customer expectation outsourcing low cost competitors and needs for both higher performance and more inno

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UK's Stock Market Reactions to Layoff Announcements Jonathan Vu,2012-08 This research aims to examine the relationship between stock market reactions and layoff announcements The scene is set under UK market in 2007 2009 The term layoff announcements in this paper refer to companies announcements of reduction in the workforce both temporarily and permanently The research is carried out by adopting deductive approach which leads to the formations of eight testable hypotheses about general market reactions to layoff announcements and different market reactions to layoff announcements with different characteristics The research method used is event study for comparing the actual shareholder return to a firm given the event of layoff announcement to the share holder return that would have occurred with the assumption that the event did not happen The hypotheses are tested using a sample of 79 layoff announcements by 51 UK listed companies during the period of January 2007 August 2009 Results from this research show sufficient evidence that Market reacts negatively to layoff announcements in general Medium layoffs 5 10% receive the strongest market reactions Market react negative and more strongly towards reactive layoffs compare with positive and weaker market reactions to proactive layoffs Market reacts more favourably to layoff announcements from services to manufacturing and from financial to non financial sectors

Socio-Economic Intervention in Organizations Anthony F. Buono,Henri Savall,2007-04-01 The volume begins with a chapter by Henri Savall founder and director of the ISEOR Institute and creator of the SEAM methodology that presents an overview of the development of the socio economic approach to management and its guiding frameworks and methodology The chapter s detailed explanation of the underlying thinking tools and techniques of socio economic management serves as the primer for the remainder of the volume The book is then divided into three sections The first part presents illustrations of SEAM interventions in different types of organizations including industrial and service companies and not for profit organizations including cultural institutions and sports clubs The next section looks at cross cultural applications and assessments of SEAM experiments in Africa Asia Mexico and the United States with a concluding chapter on intervening in multinational corporations in general The volume concludes with a section that examines different issues and challenges in SEAM intervention ranging from the impact on and role of middle managers in the SEAM process intervening in small organizations SEAM s facilitative role in operationalizing and institutionalizing information technology conceptualizing and implementing organizational change facilitating merger and acquisition integration and the application of socio economic management in sales and marketing The book also contains a combined glossary and chapter index that provides a definition of key terms and concepts in the SEAM methodology and where they appear in the volume These key

terms are highlighted in bold italics throughout the volume illustrating their application in different contexts *HR Analytics in an Era of Rapid Automation* Yadav, Radha, Sinha, Mudita, Kureethara, Joseph Varghese, 2023-08-01 Human Resources HR departments often have significant data sets related to employees and positions within their organizations but optimizing use of this data can present challenges As the business world rapidly transforms due to technological advancements experts within the HR domain must learn to effectively use data to improve workforce performance and assist with strategic decisions A comprehensive understanding of HR analytics and its multiple levels ranging from descriptive to perspective can emphasize how the data can support track and monitor employee performance culture turnover rate and absenteeism HR Analytics in an Era of Rapid Automation is a valuable guide for academics researchers and practitioners interested in the latest developments in HR analytics It covers relevant theories and conceptual models based on quantitative and qualitative findings and emphasizes the importance of utilizing HR analytics for sustainable decision making With a focus on recruitment analytics talent acquisition employee performance analytics and more this book provides practical solutions to the challenges facing HR professionals in the rapidly changing business world By highlighting the value of people and HR analytics for business success this book offers several solutions for the analysis of challenges facing HR professionals today

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Building Networks and Partnerships Philip H. Mirvis, Abraham B. (Rami) Shani, 2013-07-25 Organizing for Sustainable Effectiveness highlights research and practice aimed at understanding how organizations and more inclusive systems of actors develop a continuous unfaltering focus on sustainability

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

Managing the Knowledge Culture Philip Robert Harris, 2005 Managing the Knowledge Culture expertly explores how to overcome one of the biggest challenges 21st century leaders and their followers face functioning effectively in a knowledge culture The thoroughly up to date book will deepen your understanding of the knowledge culture and its management and clearly detail the changing roles For human resource professionals or managers who wants to be on the leading edge of knowledge management this realistic resource is a must

Handbook of Research on Mergers and Acquisitions Yaakov Weber, 2012 For the last four decades researchers in various disciplines have been trying to explain the enduring paradox of the growing activity and volume of mergers and acquisitions M A versus the high failure rate of M A This book explores how underlying concepts and methodologies contributes towards understanding M A and its performance

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