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Resizing the Organization

Managing Layoffs,
Divestitures, and Closings

MAXIMIZING GAIN WHILE MINIMIZING PAIN

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Resizing The Organization Managing Layoffs Divestitures And Closings

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Resizing the Organization Kenneth De Meuse, Mitchell Lee Marks, 2003-01-06 Presented by the Society for Industrial and Organizational Psychology this much needed resource offers a wealth of theoretical information best business practices and winning techniques for executives who must guide their companies through the often difficult processes of mergers acquisitions downsizings and other transitions Written by top experts in the field *Resizing the Organization* is a field guide for applying industrial and organizational psychology theories and practices to the management of change strategies The ^AOxford Handbook of Personnel Assessment and Selection Neal Schmitt, 2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field *The Practice of Leadership* Jay A. Conger, Ronald E. Riggio, 2012-06-29 This book includes contributions from top scholars who outline the best leadership practices for the benefit of the practicing leader Each chapter focuses on a specific area of leadership practice and ends with a set of take away best practices in each area an executive summary in reverse that will serve as a quick reference for those who might want to peruse chapters but still extract the best practices as well as a summary for those who thoroughly read each chapter Jay Alden Conger and Ronald Riggio have brought together a galaxy of sophisticated yet practical experts on leadership stressing both the complexity and indispensability of both transactional and transforming leadership with the blessing of the pioneering student of leadership Bernie Bass James MacGregor Burns professor emeritus Willams College and Pulitzer Prize winner **The SAGE Encyclopedia of Industrial and Organizational Psychology** Steven G. Rogelberg, 2016-09-27 The well received first edition of the Encyclopedia of Industrial and Organizational Psychology 2007 2 vols established itself in the academic library market as a landmark reference that presents a thorough overview of this cross disciplinary field for students researchers and professionals in the areas of psychology business management and human resources Nearly ten years later SAGE presents a thorough revision that both updates current entries and expands the overall coverage adding approximately 200 new articles expanding from two volumes to four Examining key themes and topics from within this dynamic and expanding field of psychology this work offers a truly cross cultural and global perspective **Managing Change** Mark Hughes, 2010-08-13 *Managing Change A Critical Perspective*

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Research in Organizational Change and Development Abraham B. (Rami) Shani, Debra A. Noumair, 2017-07-12 This volume brings forth the latest scholarly work and practice in the fields of organization development and change It is a resource for scholars who are interested in well integrated reviews of the literature advances in research methods and ideas about practice that open new ways of working with organizations

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

Encyclopedia of Industrial and Organizational Psychology Steven G. Rogelberg, 2007

Publisher description *The Oxford Handbook of Leadership and Organizations* David Day, 2014-05-20 As the leadership field continues to evolve there are many reasons to be optimistic about the various theoretical and empirical contributions in better understanding leadership from a scholarly and scientific perspective The Oxford Handbook of Leadership and Organizations brings together a collection of comprehensive state of the science reviews and perspectives on the most pressing historical and contemporary leadership issues with a particular focus on theory and research and looks to the future

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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

Advances in Mergers and Acquisitions Cary L. Cooper, Sydney Finkelstein, 2019-06-17 The chapters published in this volume provide cutting edge ideas by leading scholars and help to inform mergers and acquisitions research around the world

Joining Forces Mitchell Lee Marks, Philip H. Mirvis, 2010-07-30 If 75 percent of all mergers fail what makes the other 25 percent succeed Mergers acquisitions and alliances are more vital today than ever before in driving business success This indispensable guide offers proven strategies and sound solutions to the multitude of integration issues that inevitably arise and shows how to create a combined business that meets its strategic and financial objectives competes better and offers personal and organizational enhancements Dubbed merger mavens by Fortune magazine the authors report lessons learned from their experience in over 100 combinations Executives managers and employees alike in all industries and sectors will find useful examples strategies and tools here Praise for Joining Forces This book will help both M A veterans and those new to the game The authors provide great insights into the human cultural organizational and strategic factors that matter in M A success Richard Kovacevich chairman and CEO emeritus Wells Fargo Co Don't commit to the merger or acquisition without them I have personally witnessed how hard it is on everyone employees shareholders communities and especially executives to work through an improperly managed merger I have known Marks and Mirvis for almost twenty five years and the only mistake our organization made was that we did not consult them soon enough Their new book reflects unequalled experience and intellect Don't merge acquire or be acquired without it Michael R Losey CEO emeritus Society for Human Resources Management SHRM Joining Forces is a terrific resource for managers who want to understand the human dynamics of mergers and acquisitions and a must read for those who have to lead their companies through one It is based on the latest

research and provides practical insights and advice from authors who know M A inside out Edward E Lawler III Distinguished Professor of Business Marshall School of Business University of Southern California

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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