

Key steps in the workforce reduction process



Managing Workforce Reduction

Richard C. Kearney, Jerrell D. Coggburn



Managing Workforce Reduction:

Managing Workforce Reduction Michael Cross, 1985 **Workforce Reductions** Thomas Hickok, 1999 Annotation
Brings together the prevailing thinking surrounding the issue of workforce reduction to help managers and executives ensure a successful transition to a more robust and effective organization Articles and books reviewed were found in both practitioner oriented sources such as magazines and popular books as well as scholarly journals Sources were selected for annotation based on their perceived relevance to the body of literature their unique perspective and their general interest Entries are in depth with many a page or more in length Annotations are organized in three sections on the organizational the organization individual relationship and the individual perspectives Section introductions summarize key themes Hickok holds a Doctor of Public Administration degree from the University of Southern California and is a consultant to the US Defense Intelligence Agency Annotation c Book News Inc Portland OR booknews.com Is the Financial Management Workforce Positioned to Achieve DOD's Financial Improvement Goals? United States. Congress. House. Committee on Armed Services. Panel on Defense Financial Management and Auditability Reform, 2012 Resizing the Organization Kenneth De Meuse, Mitchell Lee Marks, 2003-02-03 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 *Managing Value-Based Organizations* Bruce Hoag, Cary L. Cooper, 2006-01-01 This is a well researched and thoroughly readable work As well as giving a comprehensive and clear history of organisations and their evolving forms it manages to explain the implications of this to practitioners today In particular the entire discussion of the value based organisation and what this means for the exploitation of knowledge organisational learning and innovation are relevant to younger knowledge based organisations The world of work has changed for ever in the increasingly knowledge based economy and the way we manage and lead has to change with it This book provides a good insight to those that need to lead the change Bill Parsons ARM Holdings plc A fascinating look at why organisations are the way they are and how we can improve them This well written and accessible book offers intelligence insight as well as practical advice This is essential reading for organisational theorists as well as practitioners Binna Kandola Senior Partner Pearn Kandola UK Hoag Cooper's work is an important addition to our understanding of organizations I think this book will be of wide interest not only to the academic and consultative community but also business practitioners that want to better understand the organizations they operate in I appreciate the historical and systemic context they have been able to provide for the reader Its informative style make it a must read this year Robert Kovach RHR International Company UK Academics and practitioners will find that this book presents a novel theoretical perspective It

illustrates that many features of current practice contrary to many gurus are consistent with the status quo that highly limits progress. For example, the authors describe what they call the myths of rightsizing, competitive advantage, and balanced scorecard. The authors present extensive illustrations of how their value-based perspectives can lead to new policies and practices in managing organizations. Chris Argyris, Harvard Business School, US. An insightful and enjoyable book. Bruce Hoag and Cary Cooper first provide a concise history of work organizations and management, highlighting what has changed over time and why. Then, emphasizing the value-based organization, an organization committed to delivering value to all of its stakeholders, they tackle the so what, providing practical advice for organizations, managers, and employees. It will make you think. Ronald J. Burke, York University, Canada. *Managing Value-Based Organizations* argues that those who fail to understand management history are destined to repeat it. Research has shown that despite the prodigious output of management books, managers still have little idea why there is so much change in the world of work or what they can do about it. Most of it seems to be still waiting for the dust to settle, expecting instead that in the near future they will be able to go back to doing things the way they have always done them. This highly innovative and accessible book takes a historical look at how the organization and management of work has changed since before the Industrial Revolution and uses this as a basis to explain how and why organizations and management behavior have evolved over the past 500 years, the importance of understanding how organizations are changing today and what they will become in the future, what new organizations will look like and how managers will have to change to be effective in them, and how managers can change their organization from one which is locked in tradition to one which is flexible enough to respond positively to constant change. Revealing both the practicalities and theories behind surviving upheaval in the workplace, academics, business managers, and HR managers alike will find this book to be a fascinating and invaluable read. National Nuclear Security Administration key management structure and workforce planning issues remain as NNSA conducts downsizing : report to the Chairman, Subcommittee on Strategic Forces, Committee on Armed Services, U.S. Senate. , *Managing Emotions in the Workplace* Neal M. Ashkanasy, Wilfred J. Zerbe, Charmine E. J. Hartel, 2016-09-16. The modern workplace is often thought of as cold and rational, as no place for the experience and expression of emotions. Yet it is no more emotionless than any other aspect of life. Individuals bring their affective states and emotional buttons to work; leaders try to engender feelings of passion and enthusiasm for the organization and its mission, and consultants seek to increase job satisfaction, commitment, and trust. This book advances the understanding of the causes and effects of emotions at work and extends existing theories to consider implications for the management of emotions. The international cast of authors examines the practical issues raised when organizations are studied as places where emotions are aroused, suppressed, used, and avoided. This book also joins the debate on how organizations and individuals ought to manage emotions in the workplace. *Managing Emotions in the Workplace* is designed for use in graduate-level courses in Organizational Behavior, Human Resource Management, or Organizational Development.

any course in which the role of emotions in the workplace is a central concern Scholars and consultants will also find this book to be an essential resource on the latest theory and practice in this emerging field

Managing Employment Relations Tony Bennett, Richard Saundry, Virginia Fisher, 2020-02-03 Employment relations is concerned with the relationship between employees and their employers one of the most important aspects of an HR role Managing Employment Relations will give students a thorough grounding in the processes context and practical application of employment relations and the skills they need for a successful career in HR Covering everything from the legal aspects of employment relations essential policies strategies and the changing social context to conflict resolution mediation employee engagement and workplace discipline Managing Employment Relations is an indispensable guide With brand new content on gig economy workers supporting diversity in the workplace individual and group policies and the need for greater transparency in the employer employee relationship this book is a comprehensive guide to the theory and practice of employment relations Mapped to the CIPD Level 7 module in employment relations and full of case studies and exercises to help students understand the practical application of the core topics this is an essential textbook for postgraduate HR students and practitioners in an employment relations role Online resources include a lecturer guide lecture slides sample essay questions and additional case studies for students and lecturers as well as annotated weblinks

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management Bringing together contributions from leading international scholars and with brand new chapters on key emerging topics such as talent management engagement e HRM and big data the Handbook focuses on familiarising the reader with the fundamentals of applied human resource management while contextualizing practice within wider theoretical considerations Internationally minded chapters combine a critical overview with discussion of key debates and research as well as comprehensively dealing with important emerging interests The second edition of this Handbook remains an indispensable resource for advanced students and researchers in the field

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Human Resource Management Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich, 2015-09-16 Sound HRM practices matter they are a sine qua non of effective governance in democratic government equally so at the local regional state and national levels of government The NASPAA Network of Schools of Public Policy Affairs and Administration accreditation standards demand critical competencies for public managers that are vital to human resource managers and supervisors at all levels These competencies include skills to lead and manage in public governance to participate in and contribute to the policy process to analyze synthesize think critically solve problems and make decisions to articulate and apply a public service perspective and to communicate and interact productively with a diverse and changing workforce and citizenry This second edition of Human Resource Management is designed specifically with these competencies in mind to Introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes Provide exercises to give students practice for their skills after being introduced to the theory foundation and practices of public and nonprofit sector HRM Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management especially diversity ethics and technology Demonstrate and describe differences among HRM practices in public for profit and nonprofit organizations and between the levels of government Human Resource Management is organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools Thus students will consider the issues purposes and techniques of HRM and conceptualize how varied their roles are or will be whether a personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems Each chapter includes a thorough review of the principles and practices of HRM including the why and the how selected readings important themes diverse examples key terms study questions applied exercises case studies and examples of forms and processes would be managers will encounter in their roles

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