

MANAGING WORKFORCE REDUCTION



Edited by Michael Cross

Managing Workforce Reduction An International Survey

Dennie Oude Nijhuis



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Managing Workforce Reduction Michael Cross,1985 *The Insecure Workforce* Edmund Heery,Professor Edmund Heery,John Salmon,2000-02-24 This unique cross disciplinary collection of essays explores claims that an insecure workforce imposes wide economic and social costs through lower rates of skill formation reduced consumer confidence and family instability **Personnel Literature** United States. Office of Personnel Management. Library,1985 *Managing a Global Workforce* Charles Vance,Yongsun Paik,2015-03-27 This new edition of *Managing a Global Workforce* provides balanced and contemporary coverage of human resource management in the international marketplace Directed at future general managers and international executives rather than HR specialists it is designed to help students as well as professionals recognize the critical human resource issues underlying the cultural and economic challenges they face **Labor Divided in the Postwar European Welfare State** Dennie Oude Nijhuis,2013-06-24 This book explains how the success of attempts to expand the boundaries of the postwar welfare state in The Netherlands and the United Kingdom depended on organized labor s willingness to support redistribution of risk and income among different groups of workers By illuminating and explaining differences within and between labor union movements it traces the historical origins of inclusive and dual welfare systems In doing so the book shows that labor unions can either have a profoundly conservative impact on the welfare state or act as an impelling force for progressive welfare reform Based on an extensive range of archive material this book explores the institutional foundations of social solidarity *Managing a Global Workforce* Charles M Vance,Yongsun Paik,2014-12-18 Questions for Opening Scenario Analysis Case 3 1 India Is Sending Jobs Abroad Case 3 2 Europe The New Destination for Latino Workers Recommended Web Site Resources Notes 4 The Key Role of International HRM in Successful MNC Strategy How Do MNCs Compete in Emerging Markets Introduction Knowledge Transfer Global Leadership Training and Development Strategic Control Needs Competitive Strategies of Multinational Corporations Structuring for Optimal Global Performance Linking Human Resource Management Practices to Competitive Strategy and Organizational Structure **International Labour Documentation** International Labour Office. Central Library and Documentation Branch,International Labour Office. Central Library and Documentation Bureau,1997 *Labor Law and Business Change* Samuel Estreicher,Daniel G. Collins,1988-12-14 These essays explore the ways in which collective bargaining practices have been forced to change in response to radical restructuring in the labor and personnel relations of American businesses The authors place current trends such as a shift from manufacturing to service employment deregulation mergers and acquisition against the backdrop of emerging statutory judicial and administrative doctrine They examine collective bargaining issues arising from managerial reorganization of a company including the scope of the duty to bargain obligations to divulge information the role of labor arbitration and pension liabilities and activities such as sale of assets plant closings and relocations and bankruptcy reorganizations ISBN 0 89930 199 1 55 00 *Federal Register* ,1992-12

Labour-management Relations in the Asia-Pacific Region Edward K. Y. Chen, 1992

International Human Resource Management B. Sebastian Reiche, Helene Tenzer, Anne-Wil Harzing, 2022-10-29 Written by leading experts in the field this bestselling textbook has guided over 25 000 students across 130 countries through their International Human Resource Management studies Retaining its critical edge academic rigour and breadth of coverage the sixth edition has been thoroughly updated to include cutting edge content on the Covid 19 pandemic digitalization and artificial intelligence AI as well as a broad range of new case studies and practical examples from organizations around the globe Suitable for upper level undergraduate and postgraduate students of International Human Resource Management Lecturers can visit the companion website to access a range of online resources designed to support teaching including a teaching guide PowerPoints videos with critical thinking questions and answers and selected content from the SAGE Business Cases platform B Sebastian Reiche is Professor of People Management at IESE Business School in Barcelona Anne Wil Harzing is Professor of International Management at Middlesex University London Visiting Professor at Tilburg University and Fellow of the Academy of International Business Helene Tenzer is Assistant Professor of International Management at LMU Munich School of Management

Global Occupational Safety and Health Management Handbook Thomas P. Fuller, 2019-02-12 This book was written with the belief that everyone globally has the right to a safe and healthy workplace An 8 year old carrying bricks in the mid day sun in Nepal a pharmaceutical business executive on assignment in Bangladesh or a mother polishing stone in her home in Tanzania each has a fundamental right to a workplace free from risk of injury illness and death Global Occupational Safety and Health Management Handbook is a broad presentation and discussion of the issues and obstacles facing the Occupational Safety and Health OSH profession today in providing safe workplaces globally Readers can use this book to find resources to assist in the development of their programs and to become informed about the basic structures of international OSH development and governance Readers can also rely on this book to become more aware of global OSH issues and problems that they may be personally or professionally willing and able to help address Seasoned OSH professionals can expect to learn about new ways to look at complicated and controversial topics Young professionals and students can read this book to better understand the important global OSH interrelationships and challenges of the future Features Serves as a one stop resource for information on important international safety and health topics and issues Provides detailed information about international OSH tripartite nongovernmental and professional organizations Describes the various global OSH educational and professional development needs and international approaches to expanding capacity and awareness of the profession Discusses controversial international OSH working conditions and explains their global impacts

Managing Workplace Health and Wellbeing during a Crisis Cary Cooper, Ian Hesketh, 2022-01-03 During the Covid 19 pandemic almost half of Americans reported that the crisis had a negative effect on their mental health In the UK the financial crisis of 2008 resulted in a rise in stress and anxiety and a decline in physical health When dealing with a

crisis a business will consider the resilience of its structures and processes or the impact on forecasts and budgets but what about their people Without a supported engaged and motivated workforce the business won't be able to achieve its crisis recovery plans **Managing Workplace Health and Wellbeing During a Crisis** is a practical guide for all HR professionals and those responsible for talent management It covers how to deal with employee stress and burnout as well as how to drive engagement motivation and morale during unsettled times There is expert guidance on how to deal with role and responsibility changes and explains how to improve productivity through effective employee communication Supported by case studies from companies including Microsoft Marks and Spencer GlaxoSmithKline Rolls Royce and Twitter this book equips readers to deal with a crisis as it is happening and implement longer term post crisis strategies Written by an expert author team including Professor Sir Cary Cooper Chair of the National Board of Health and Wellbeing at Work this is necessary reading for all professionals needing to deal with the health and wellbeing of their workforce in any crisis that may arise

Management in the Airline Industry Geraint Harvey, 2007-10-31 Combining contemporary HRM theory and practice with debates in critical management and in industrial relations this book examines the peculiar challenge that civil aviation pilots present for management As a highly educated highly trained and non substitutable professional employee the airline pilot wields considerable industrial power Based on

Biological Engagement Programs: Reducing Threats and Strengthening Global Health Security Through Scientific Collaboration Jeanne M. Fair, Hillary H. Carter, Nathan Wolfe, 2017-09-13 Biological engagement programs are a set of projects or activities between partner countries that strengthen global health security to achieve mutually beneficial outcomes Engagement programs are an effective way to work collaboratively towards a common threat reduction goal usually with a strong focus on strengthening health systems and making the world a safer place Cooperative programs are built upon trust and sharing of information and resources to increase the capacity and capabilities of partner countries Biological engagement programs reduce the threat of infectious disease with a focus on pathogens of security concern such as those pathogens identified by the U S Government as Biological Select Agent and Toxins These programs seek to develop technical or scientific relationships between countries to combat infectious diseases both in humans and animals Through laboratory biorisk management diagnostics pathogen detection biosurveillance and countermeasure development for infectious diseases deep relationships are fostered between countries Biological engagement programs are designed to address dual use issues in pathogen research by promoting responsible science methodologies and cultures Scientific collaboration is a core mechanism for engagement programs are designed to strengthen global health security including prevention of avoidable epidemics detection of threats as early as possible and rapid and effective outbreak response This Research Topic discusses Biological Engagement Programs highlighting the successes and challenges of these cooperative programs Articles in this topic outlined established engagement programs as well as described what has been learned from historical cooperative engagement programs not

focused on infectious diseases Articles in this topic highlighted selected research trainings and programs in Biological Engagement Programs from around the world This Topic eBook first delves into Policies and Lessons Learned then describes Initiatives in Biosafety the core of this work documents Cooperative Research Results from the field then lastly the Topic lays out potential Future Directions to the continued success of the World's cooperative science in reducing the threat of infectious diseases

Advances in Social and Organizational Psychology Donald A. Hantula, 2006-08-15 This volume is made up of original works of scholarship that showcase how Dr Rosnow's work has informed each contributor's research and writing

Global Talent Management Sonal Minocha, Dean Hristov, 2018-12-06 This textbook provides the theory and practice context of Global Talent Management within an accessible conceptual framework for students spanning individuals micro organisations meso and policy macro Including discussions on the development of self as global talent and current organisational approaches to the attraction development and retention of global talent this book encourages critical reflection of how global talent management is affected by policy society and the economy The authors draw on interdisciplinary fields practical insights from global employers and wide ranging case studies to help students grasp the complexities of this evolving field

ICIME 2013 Proceedings of the 4th International Conference on IS

Management and Evaluation Dr Nelson Leung, Dr Mathews Nkhoma, Dr Blooma John, 2013-05-13 *Energy and Water Development Appropriations for 2011, Part 7, 2010, 111-2 Hearings, 2011*

The Violence-prone Workplace R. V. Denenberg, Mark Braverman, 1999 Almost every week reports of violence erupting in the workplace make headlines Contrary to popular opinion such incidents are not random and senseless but according to Richard V Denenberg and Mark Braverman typically result from conflict that has been allowed to fester Combining the insights of both crisis management and dispute resolution their book presents a comprehensive look at the problem of violence on the job including ways of preventing it Rather than focusing on the supposedly lethal or dysfunctional employee as the source of danger Denenberg and Braverman point to the dysfunctional workplace as the problem They describe underlying factors in the workplace which can foster extreme behavior and prevent an effective response Calling for early intervention in situations that could result in violence the authors suggest specific techniques for reducing the risk that an office plant or school will suffer crises arising from threats or a climate of hostility At the heart of the book are fourteen vivid examples of real life incidents involving violence a threat of violence or a perception that such a threat was made They include instances in which domestic violence spilled over into the workplace difficulties caused by racial and ethnic tension and explosive behavior in response to common workplace occurrences such as downsizing or a change in corporate culture Each example is followed by an analysis of the response to the actual or potential danger indicating where mistakes were made because of poor information bad judgment absence of a clear policy lack of consensus or even irrational fear An extensive appendix provides government guidelines and sample policies intended to serve as templates for violence prevention plans Both the examples and sample policies allow

organizations to benefit from the experience of others and avoid common mistakes

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