

# What is Corporate Downsizing?

## CPA Exam Definitions

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# Corporate Downsizing

**Kenneth Pickett**



## Corporate Downsizing:

Corporate Downsizing Demystified Franco Gandolfi, 2006 Due to the increased levels of organizational efficiency profitability and competitiveness have produced major layoffs and redundancies corporate downsizing has now become a strategy of choice for many corporations and governmental agencies It is now 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 Organizational Downsizing, Discrimination, and Corporate Social Responsibility Zeinab Karake-Shalhoub, 1999-09-30 Organizational restructuring and corporate downsizing can have a significant impact on the perceived social responsibility and responsiveness of any firm This book analyzes the phenomenon by identifying the nature and types of structural or functional relationships that exist between downsizing and organizational performance variables on the one hand and organizational social responsiveness on the other It looks at changes in the use of various restructuring techniques to improve efficiency and effectiveness and the effects of these changes on the organizational citizenship standing in the community It goes on to add to the understanding of the general phenomenon of downsizing by examining its relationship to the level and pervasiveness of corporate social responsibility Karake Shalhoub addresses three questions First is corporate downsizing related to improvement in organizational financial performance Second is there any relationship between downsizing and corporate social responsibility Third what is the nature of this relationship The book will be attractive to management theory scholars social responsibility and ethics researchers and practitioners organizational development researchers and practitioners and human resource scholars *What are the Long Term Consequences of Corporate Downsizing?* Janet Biaggi Catalano, 1996 **The New Economy and Economic Growth in Europe and the US** David B. Audretsch, Paul J.J. Welfens, 2002-04-10 There are many issues relating to the new economy in Europe and the USA that are unexplored Here the authors present innovative theoretical and empirical analysis on Internet dynamics productivity growth and organizational changes in selected OECD countries New empirical findings related to telecommunications Internet and growth also are presented Based on the theoretical and empirical analyses various policy options are developed Policy measures both at the regional and national levels can stimulate structural change knowledge diffusion and economic growth Different governance strategies for the Internet and e commerce are identified from a global perspective *Black Enterprise*, 1987-03 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance **Strategies to Support Survivors of Corporate**

**Downsizing** Joseph Linton (Jr),2017 Capitalism and Democracy in the 21st Century Dennis C. Mueller,Uwe Cantner,2013-03-09 Joseph Schumpeter oscillated in his view about the type of economic system that was most conducive to growth In his 1911 treatise Schumpeter argued that a more decentralized and turbulent industry structure where the process of creative destruction was triggered by vigorous entrepreneurial activity was the engine of economic growth But by 1942 Schumpeter had modified his theory arguing instead that a more centralized and stable industry structure was more conducive to growth According to Schumpeter 1942 p 132 under the managed economy there was little room for entrepreneurship because Innovation itself is being reduced to routine Technological progress is increasingly becoming the business of teams of trained specialists who turn out what is required to make it work in predictable ways p 132 Schumpeter 1942 reversed his earlier view by arguing that the integration of knowledge creation and appropriation bestowed an inherent innovative advantage upon giant corporations Since capitalist enterprise by its very achievements tends to automatize progress we conclude that it tends to make itself superfluous to break to pieces under the pressure of its own success

**Knowledge Management and its Integrative Elements** Jay Liebowitz,Lyle C. Wilcox,1997-05-21 Knowledge In the realm of knowledge management information plus wisdom equals knowledge Organizations have found that the knowledge they contain can be one of their most important competitive weapons Definition Knowledge management The ability of an organization to manage store value and distribute knowledge Some organizations have created the position of Chief Knowledge Manager CKM to handle knowledge management responsibilities Many organizations fail to effectively manage and use the most important competitive edge they possess their knowledge and intellectual capital This book covers the entire growing field of knowledge management with particular emphasis on knowledge based systems and their use in preserving knowledge in an organization and integrating it across departments and disciplines This hands on guide shows how businesses and other organizations can re engineer their processes using an applied knowledge based approach Each chapter introduces a different aspect of the field and demonstrates its application in actual case studies Examples from industry education and government show the wide application of this exciting new field of study The book also covers promising trends such as learning organizations intelligent organizations and enterprise management **A Concise Guide to Corporate Downsizing** Rocki-Lee DeWitt,Alyson P. House,2025-07-28 This incisive guide showcases contemporary downsizing scholarship and practice examining downsizing effects on firm performance and employee attitudes and behaviors It presents historical analyses and comprehensive literature reviews as well as empirical and theoretical assessments of contextual influences on downsizing Renowned experts apply an array of theories to address leadership and managerial motives downsizing implementation and its effects They offer insight to workforce reductions in family firms evolving psychological contracts justice enactment mental health and post layoff re employment behaviors The book offers updated perspectives on why downsizing occurs how digitalization is affecting work and downsizing and how people are

navigating an evolving landscape A Concise Guide to Corporate Downsizing is designed for students and academics in economics strategy and management Its historical and forward looking approach to downsizing makes it an essential read for business leaders investors analysts and human resource professionals Social Issues in America James Ciment,2015-03-04 More than 150 key social issues confronting the United States today are covered in this eight volume set from abortion and adoption to capital punishment and corporate crime from obesity and organized crime to sweatshops and xenophobia

*Black Enterprise* ,1987-03 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance **The Aftermath of Reengineering** William Winston,Tony Carter,2021-02-25 Explore the multifaceted steps needed for a successful reengineering process With *The Aftermath of Reengineering Downsizing and Corporate Performance* you will explore the effectiveness of business organizations after they have significantly changed how they do business Reengineering is based on the concept of significantly altering existing business models and thinking by reinventing the way in which work is done You will discover innovative reengineering strategies and solutions that have been utilized by many Fortune 500 firms in their efforts to become more focused with reinvigorated business activity Volatile business conditions have driven the use of reengineering and have led to drastic corporate downsizing where organizations are expected to do more with less *The Aftermath of Reengineering* examines the positive and negative aspects of the demanding process of reengineering Based on original research and existing literature on organizations that have used reengineering *The Aftermath of Reengineering* will assist you with the following reengineering issues organizing layoffs that do not hinder the productivity or company loyalty of the employees who remain creating internal changes to businesses in the form of structural realignments and downsizing placing greater emphasis on quality levels in product and service output creating faster communication channels hiring a more educated skilled employee base placing higher expectations on management defining your company s necessary expenses establishing critical business processes determining your company s core competencies and competitive advantage setting profit growth targets *The Aftermath of Reengineering* covers many recent reengineering efforts made by large corporations in the United States such as Chase Manhattan Corp Eastman Kodak and IBM that have sought to pare down a large bureaucracy and steep overhead expenses You will explore the effective and ineffective results of these efforts and discover the skills needed for successful reengineering to take place *The Aftermath of Reengineering* will assist you in achieving a successful vision for your company s future which includes new workplace values improved leadership teamwork and customer driven success A Study of the Effect of Corporate Downsizing Through Layoffs on Employee Morale Jeff Bastoni,2004 **Managing Virtual Projects** Marcus Goncalves,2004-11-22 Managing a project can be stressful enough without the added difficulty of coordinating project members working from different sites or even continents *Managing Virtual Projects* outlines techniques practices and

products that are being effectively used by virtual project managers around the globe With more projects being outsourced every day managers will turn here to get the knowledge they need on maintaining quality and budget controls developing documentation standards implementing essential technologies such as Microsoft s EPM or Primavera and more

**Corporate Downsizing** Linda Levine,1996 *Globalization, Economic Growth and Innovation Dynamics* Paul J.J. Welfens,John T. Addison,David B. Audretsch,Thomas Gries,Hariolf Grupp,1999-10-19 In the new global economy more countries have opened up to international competition and rapid capital flows However in the triad the process of globalization is rather asymmetric With a rising role of multinational companies there are favorable prospects for higher global growth and economic catching up respectively Theoretical analysis suggests key ingredients of sustained growth but there is also a new concept of a long term equilibrium income gap in which convergence is rather unlikely The analysis also picks up European and US labor market issues in the context of economic globalization and raises the question of which EU policies in the field of labor market reform and of innovation policies are adequate *Corporate Downsizing* Arthur G. Sharp,1989-01-01 **Corporate Downsizing** Kenneth Pickett,1998 *Annual Editions: Business Ethics 10/11* John Richardson,2010-02-03 Annual Editions is a series of over 65 volumes each designed to provide convenient inexpensive access to a wide range of current articles from some of the most respected magazines newspapers and journals published today Annual Editions are updated on a regular basis through a continuous monitoring of over 300 periodical sources The articles selected are authored by prominent scholars researchers and commentators writing for a general audience The Annual Editions volumes have a number of common organizational features designed to make them particularly useful in the classroom a general introduction an annotated table of contents a topic guide an annotated listing of selected World Wide Web sites and a brief overview for each section Each volume also offers an online Instructor s Resource Guide with testing materials Using Annual Editions in the Classroom is offered as a practical guide for instructors and is available in print or online Visit [www.mhcl.com](http://www.mhcl.com) for more details

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