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### *The Organization In Crisis Downsizing Restructuring And Privatization Manchester Business And Management Series*

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*Organizational Downsizing During an Economic Crisis ... activities through downsizing. In doing so, a number of company characteristics and performance are investigated; hypotheses linking the activity of downsizing, levels of discriminatory activities, and corporate social performance, along with a number of company-specific characteristics, are developed.*

*The organization in crisis : downsizing, restructuring ... In order to successfully emerge from this crisis and sustain long-term viability for their organizations, managers needed to reengage surviving employees and minimize the potential for retaliatory behavior by the victims of the downsizing activities.*

*Difference Between Downsizing and Restructuring - WiseStep*

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### *10 Lessons Learned from Downsizing a Business*

*Downsizing or layoffs is the term used to refer to the practice of firing employees for various reasons in organizations. These reasons can range from poor performance by the employees, the poor performance of the organizations in economic downturns that necessitates laying off employees to save costs, and for disciplinary reasons.*

### *Managing Downsizing in Organizations*

*Research on organizational decline and downsizing, often involving organizations facing crisis, also provides supporting evidence. Cameron and his colleagues found several negative outcomes of firms that are declining: decreasing levels of slack resources, morale, trust, upward*

### *Downsize (automobile) - Wikipedia*

*Because of the cyclical nature of our industry, I have had to lead the organization through three downturns – each of which required*

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*significant downsizing. I think that Larry Putterman's post, "10 Lessons Learned From Downsizing a Business" is an excellent guide for any leader contemplating such an action.*

*(PDF) Downsizing - ResearchGate*

*The effects of downsizing as a strategic intervention typically stem from organizations seeking to reduce the number of employees through layoffs, attrition, redeployment, early retirement and reorganization or de-layering.*

*The Organization in Crisis: Downsizing, Restructuring, and ...*  
*The framework looks at two important variables: the type of downsizing (reactive versus proactive) and the company's approach to managing employees (control oriented versus commitment oriented). By first understanding an organization's position with respect to those two dimensions, managers can devise an optimal strategy for downsizing.*

*Management Tools - Downsizing - Bain & Company*

*While workforce reductions were utilized mainly in response to organizational and economic crises prior to the mid-1980s, downsizing developed into a proactive restructuring strategy of choice for...*

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*Which Way Should You Downsize in a Crisis?*

*As noted above, downsizing is usually the result of a crisis that an organization faces like mergers, acquisitions, the change in the management of the company, an economic crisis, a change in the industrial strategy, excessive workforce, automation and/or cost reduction.*

*ORGANIZATIONAL RESPONSES TO CRISIS: THE CENTRALITY OF TRUST*

*Downsizing. In the face of slowing or declining sales, companies often downsize their employee base as a means of cutting costs to boost profitability. In 2007, nearly 1 million employees lost their jobs in a mass layoff (50-plus employees) in the United States (an average of 180 workers in approximately 5,300 separate events,...*

*The Organization in Crisis: Downsizing, Restructuring, and ...*

*The Organization in Crisis brings together a team of leading international researchers and practitioners to study the implementation and impact of organizational changes such as downsizing, restructuring and privatization.*

*Running head: Downsizing as a Strategic Intervention*

*Downsizing in a downturn can do more harm than good. ... The*

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*organization and goals of a sales force have to change as businesses start up, grow, mature, and decline. ... Britain's fourth-largest ...*

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*Downsizing - HBR*

*During layoffs and downsizing is not the time for organization leaders to retreat to board rooms and private offices to plan the future. After a downsizing, or following any major change, for that matter, leaders must be visible and accessible. Layoff survivors need to interact with their supervisor and the organization leaders on a daily basis.*

*The Organization In Crisis Downsizing*

*The Organization in Crisis brings together a team of leading international researchers and practitioners to study the*

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*implementation and impact of organizational changes such as downsizing, restructuring and privatization.*

*The Organization in Crisis: Downsizing, Restructuring, and ...  
The Organization in Crisis: Downsizing, Restructuring, and Privatization 1. The new organizational reality: transition and renewal: Ronald J. Burke and Cary L. Cooper. 2. The impact of organizational change on UK managers' perceptions of their working lives: Les... 3. Impact on privatization in ...*

*Organizational Downsizing, Discrimination, and Corporate ...  
Downsize (automobile) Often done in response for consumer and government demands to increase fuel economy, vehicle downsizing has been achieved through several methods. As product lines complete model cycles, during a redesign, automobile manufacturers reduce the exterior footprint of a vehicle to allow for weight reduction, shortening wheelbase and body length.*

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