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changes such as
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author = {Ronald J.

Burke and Cary L.

Cooper},

year = {2000} }

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Downsizing is the process of minimization or removal of the organization's employees or workforce through the disposal of inefficient employees, divisions, or units. It is a typical hierarchical practice, as a rule,

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related to financial
downturns and cost-
cutting drives.

Downsizing

Restructuring

What is

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Definition, Working
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The recession that
began in 2007
resulted in

organizational
retrenchment

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on workforce
reductions. 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

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retaliatory behavior
by the victims of
the downsizing
activities.

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Organization has forced many In
Crisis companies to make
Downsizing deep cuts to their
work forces.

Restructuring Numerous retailers
And like Mervyn ' s and
Privatization Circuit City Stores
Inc. closed

Merchandising locations, filed for
Business And bankruptcy or shut
Management down altogether.

Series Even companies
like Yahoo!, Google,
American Express

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and Motorola have had to cut their work forces.

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Which Way Should You Downsize in a Crisis?

to an organizational crisis absent a well-defined strategic plan might result in across-the-board cuts that “penalize

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the most efficient
units of the
organization, thus
decreasing its
competitive
advantage ” (Davis,
2003).

Unquestionably, the
dramatic
implications of the
downsizing process
need to be carefully
assessed. The

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Running head:

Downsizing as a
Strategic

Intervention

This is termed as
organizational
downsizing which is
a reduction in
organizational size
and operating costs
to improve

efficiency,
productivity, and

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Competitiveness. In

But the organization

would need to

operate with the

reduced manpower

and perform the

same workload that

existed before

downsizing.

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Downsizing
Employees

Advantages and

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Disadvantages In
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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

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reasons. There are other reasons as well which include the shuttering or the closing of the organization.

Whatever be the reason, downsizing is a painful process for both the employees and the organization and more for the former.

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Managing
Downsizing in
Organizations

Let ' s have a look at
all the reasons that
may induce an
organization to

resort to
downsizing. 1.

Economic Crisis.

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is the biggest cause

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of downsizing a
business. The
recent economic
recession triggered
a number of layoffs
in many reputed
and popular
organizations
around the world.

Business And

Top Six Reasons
For Downsizing a
business - Words

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one who able to predict market trends better than

others, provide

resources to develop products and services to

leverage those

trends, able to

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competitors '

threats, and meet

customers '

expected value

proposition.

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A mere 13% of

employees strongly

agree the

leadership of their

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communicates

effectively with the
rest of the

organization. The

remaining 87%

leaves a lot of room
for misinformation

to...

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Stop Rumors Before

Crisis

If one organization purchases another, there is a definite change in the management, and the staff of the acquired company has to face the prospect of unemployment. The reason for this is the same as the

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earlier case, viz, to
cut costs and
increase revenue.

Change in

Management. A

change in the top
brass of a company
can also result in
downsizing.

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Reasons for

Downsizing -

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To contain costs, TSMC implemented forced unpaid leaves as well as employment downsizing of about 3 percent of the workforce. The results: In the second quarter, revenues were 80 percent higher ...

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Alternatives

Downsizing is

sometimes seen

primarily as a cost-

reducing response

to various crises

and external factors

over which

management has

little or no control.

Others see

downsizing as a

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Strategic
management

initiative in its own
right.

Restructuring

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Towards an ...
Others can be
negative, like

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downsizing, hostile

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takeovers, natural
disasters, political
upheavals or
technological
disruptors. The
many forms of
crisis management
are, therefore,
merely ...

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Leadership'

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en. 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

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United States (an

average of 180

workers in

approximately

5,300 separate

events, according to

the Bureau of Labor

Statistics).

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