

Guide to Responsible Restructuring

Cascio, Wayne F.

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Guide To Responsible Restructuring

Ronald J. Burke, Cary L. Cooper



Guide To Responsible Restructuring:

Guide to Responsible Restructuring DIANE Publishing Company,1995-09 Does the strategy of restructuring myths vs facts Includes the Best Practices in Restructuring which addresses how several American companies Ford Chase Manhattan Eaton United Airlines NYNEX Intel others created alternatives to downsizing Provides Guidelines for Responsible Restructuring Extensive references *Guide to Responsible Restructuring* Wayne F. Cascio,1995 Based on research about the effects of downsizing on firm performance argues that large scale redundancies produce little long term cost gains and that enterprise restructuring is a more efficient means of increasing competitiveness Based on a survey of 25 large firms over a seven year period from 1988 *Responsible Restructuring* Wayne F Cascio,2002-09-09 Firms that restructure through downsizing are not more profitable than those that don t and often end up hurting themselves in the long run Responsible Restructuring draws on the results of an eighteen year study of S P 500 firms to prove that it makes good business sense to restructure responsibly to avoid downsizing and instead regard employees as assets to be developed rather than costs to be cut Wayne Cascio explodes thirteen common myths about downsizing detailing its negative impact on profitability productivity quality and on the morale commitment and even health of survivors He uses real life examples to illustrate successful approaches to responsible restructuring used by companies such as Charles Schwab Compaq Cisco Motorola Reflexite and Southwest Airlines And he offers specific step by step advice on what to do and what not to do when developing and implementing a restructuring strategy that unlike layoffs leaves the organization stronger and better able to face the challenges ahead **Guide to Responsible Restructuring** Gordon Press Publishers,1997-06 **Reinventing Human Resource Management** Ronald J. Burke,Cary L. Cooper,2005 The authors of this text review the most current thinking on HR initiatives associated with current organisational performance and investigate how the field will need to mobilise in new ways to meet the demands of the future **The Haves and the Have Nots** Harvey A. Hornstein,2003 Hornstein s book is a breakthrough for the leadership required to build healthy organizations His formula the three R s reward respect and recognition reflect 30 years of real world case studies from actual enterprise consulting assignments *Reinventing HRM* Ronald J. Burke,Cary L. Cooper,2006-08-21 The human resources HR field is in a time of format and self reflection This significant text directly addresses the reasons why human resource management has not received its due It asks What can be done about this Why is it critical to continued organizational performance and innovation What are its benefits The authors review the most current thinking on HR initiatives associated with organizational performance and investigate how the field will need to mobilize in new ways to meet the demand of this period of time With contributions from key thinkers this is one of the most important books on HRM available **Influence of Psychological Factors on Product Development** E.S. Kamata,2006-01-19 This book focuses on the interrelationship of social technical and organizational aspects of and related to the product development process It originated from activities in practice in industry and research laboratories In order to

ensure relative autonomy from the short term economic interests of a given industrial branch or specific company the research for this work was first conducted in pursuit of a PhD thesis intended to provide practice oriented results With the ansatz practice theory practice a generalizable approach was achieved It then evolved to cover additional issues brought forth by recent cases in the aerospace industry among others A combination of scientific methodologies is used to focus on the psychological factors that influence the quality of technical product development processes The basic framework is provided by the grounded theory a qualitative approach in which data was not only collected by this author but is extended to cases from the history of technology described in the published literature The inclusion of historical cases is possible thanks to the availability of sufficiently detailed descriptions for examination in terms of the grounded theory principles They appear in the Appendix Cases cited were verified by comparing them with contrasting viewpoints from various sources I was able to examine and complement some cases by contacting persons associated with the programs analyzed Quantitative studies are also integrated in this research to verify the elements resulting from the grounded theory integration

Occupational Ergonomics Waldemar Karwowski, William S. Marras, 2003-03-26 Occupational Ergonomics Principles of Work Design focuses on the fundamentals in ergonomics design and evaluation Divided into two parts Part I covers the background for the discipline and profession of ergonomics and offers an international perspective on ergonomics Part II describes the foundations of ergonomics knowledge including fundament

Personnel Management in Government Katherine C. Naff, Norma M. Riccucci, Jay Shafritz, David H. Rosenbloom, Albert C. Hyde, 2001-05-15 A comprehensive guide this book covers employee relations and the legacy of quality and reengineering and discussions on the growth of public personnel management in state and local sectors The authors discuss affirmative action and equal opportunity case law work and family issues the Volcker Commission findings an analysis of federal pay reform and innovative classification and compensation systems currently implemented by federal agencies a discussion of constitutional and legal issues facing public personnel administration in areas such as AIDS and drug testing figures and tables on collective bargaining laws and trends and more

Report of the Defense Science Board Task Force on Outsourcing and Privatization, Monthly Catalogue, United States Public Documents, 1995 **American Workplace**, 1994 **Activities of the ILO, 1998-99** International Labour Office, 2000 *Reinvention Roundtable*, 1995 **Monthly Catalog of United States Government Publications**, 1995 Downsizing Cary L. Cooper, Alankrita Pandey, James Campbell Quick, 2012-04-19 Downsizing is one of the most frequently used business strategies for reducing costs returning firms to profit or for restructuring businesses following takeovers mergers and acquisitions Downsizing measures are also set to become much more prevalent in the public sector as governments seek to restrict levels of public spending This book is one of the first to provide a thorough study of downsizing from a global perspective It examines the phenomenon in its entirety exploring how it is initiated and what the process of downsizing looks like It also looks at the effects of downsizing at a number of different levels from the individual e g

motivational effects effects on health and stress levels to the organizational e g financial outcomes reputational and productivity outcomes Written by an international team of experts the book provides a comprehensive overview of downsizing that examines both the strategic and human implications of this process **Encyclopedia of Industrial and Organizational Psychology** Steven G. Rogelberg, 2007 Publisher description *Interventions, Controls, and Applications in Occupational Ergonomics* William S. Marras, Waldemar Karwowski, 2006-02-02 Completely revised and updated taking the scientific rigor to a whole new level the second edition of the Occupational Ergonomics Handbook is now available in two volumes This new organization demonstrates the enormous amount of advances that have occurred in the field since the publication of the first edition The editors have brought together **American workplace** ,

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