

# Key reasons for workforce reduction process

The purpose of this slide is to highlight core reasons for cutting down the workforce within the organization such as business shut downs, merger and acquisitions and cost reduction measures, etc.



# Managing Workforce Reduction

**Thomas Hickok**



## **Managing Workforce Reduction:**

**Managing Workforce Reduction** Michael Cross,1985      **Workforce Reductions** Thomas Hickok,1999 Annotation  
Brings together the prevailing thinking surrounding the issue of workforce reduction to help managers and executives ensure a successful transition to a more robust and effective organization Articles and books reviewed were found in both practitioner oriented sources such as magazines and popular books as well as scholarly journals Sources were selected for annotation based on their perceived relevance to the body of literature their unique perspective and their general interest Entries are in depth with many a page or more in length Annotations are organized in three sections on the organizational the organization individual relationship and the individual perspectives Section introductions summarize key themes Hickok holds a Doctor of Public Administration degree from the University of Southern California and is a consultant to the US Defense Intelligence Agency Annotation c Book News Inc Portland OR booknews com      **Human Resource Management** Kiran Kumar Reddy Yanamala,2024-07-25 This book on Human Resource Management a comprehensive guide to the principles and practices essential for managing people in modern organizations Covering core HR functions from recruitment and training to performance management and employee relations it explores the evolving role of HR in strategic decision making and organizational success The book also delves into the impact of digital transformation on HR addressing trends like HR analytics remote work and employee engagement Designed for students professionals and HR practitioners this resource provides a blend of theoretical insights and practical applications to foster effective people management skills

**Downsizing the Federal Government** Vernon Dale Jones,1998 The main focus of downsizing has shifted from the private to the public sector The cutbacks began in the Department of Defense Now the goal is a federal civilian workforce reduction of 12 percent by the year 2000 This pioneering study looks at the management of workforce reductions in the public sector both in theory and in practice Three case studies of the Defense Logistics Agency the Bureau of Reclamation and the Food and Drug Administration illustrate the organizational managerial and human dimensions of attempting to improve performance with reduced resources The author draws on extensive interviews with senior executives and middle managers in the three agencies at the General Accounting Office the Office of Personnel Management and the National Performance Review the Senior Executives Association and the Federal Managers Association and scholars and researchers In a larger sense this work pushes the boundaries of knowledge concerning organizational change and makes a significant contribution to organization theory It offers important new insights not only for public sector managers but for organization theorists and management specialists whose work on downsizing has been presumed but not shown to be applicable to the public sector

**Energy and Water Development Appropriations for 2001** United States. Congress. House. Committee on Appropriations. Subcommittee on Energy and Water Development,2000      **Energy and Water Development**

**Appropriations for 2001: Secretary of Energy** United States. Congress. House. Committee on Appropriations.

Subcommittee on Energy and Water Development,2000      **Management Fads and Buzzwords** David Collins,2013-10-11  
 Around 5 000 business and management titles are published every year and increasingly their preferred mode of presentation is centred on the creation and marketing of buzzwords and fads This book argues that these management fads and buzzwords deflect critical inquiry and limit useful action because they present a ready made view of the world which rejects the benefits of theoretical analysis and reflection Topics covered include the guru industry excellence business process re engineering empowerment culture knowledge work globalization Unpacking the guru industry and analyzing the fads and buzzwords this book provides a critical practical analysis designed to allow readers to locate understand and critique management fashion      **Human Resource Management** Jawad Syed,Robin Kramar,2017-04-26 The fully revised and updated second edition of this core textbook builds on the previous edition s success to bring an even sharper exploration of HRM in a real world global context With a critical approach that is woven into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking  
**New York Court of Appeals. Records and Briefs.** New York (State).,      Managing Fiscal Stress Charles H. Levine,1980 Fiscal stress is a problem of growing concern to all levels of government This volume provides in depth analyses of the causes and consequences of financial stress and offers solutions for managers charged with the responsibility for maintaining fiscal solvency and adequate and equitable services Back cover      *Human Resource Management* Robert L. Mathis,John Harold Jackson,2005 Intended for students and practitioners preparing for certification exams this textbook provides coverage of basic human resources concepts and practices including a review of important law and regulations Mathis University of Nebraska at Omaha and Jackson University of Wyoming begin with an      **Management** Arthur G. Bedeian,1993      New Trends in Employment Practices Walter Galenson,1991 A terse well written up to date and refreshing account of recent developments in employment practices across a sample of seven industrialized nations including the Soviet

Union by an established scholar of comparative systems The trends discussed are industrial democracy at enterprise and establishment level quality of working life job tenure and security of employment personnel policy and working time arrangements The book provides a useful and accessible introduction to a number of important themes in the management and maintenance of human resources Highly recommended Choice In recent years fundamental economic forces have profoundly affected the labor markets of the industrialized nations Among these forces are the mass entrance of women into the labor market and major changes in work patterns designed to accomodate them industrial restructuring due to the decline in manufacturing and the concomitant rise in service industries and advanced technologies the shift in workers objectives toward job security improved quality of working life and more adequate provision for post retirement years and finally employee demand for industrial democracy or increased participation in making business decisions which has led to the implementation of economically viable participatory schemes The policy innovations and experiments effected during the past two decades in response to these labor market developments are the subject of *New Trends in Employment Practices* In addition to the United States the author considers four major industrial nations of the democratic world France Germany Great Britain and Japan Walter Galenson also looks at Sweden a country long noted for its imaginative labor programs and the Soviet Union a nation where recent events have graphically illustrated the strength of the demand for greater democracy at the enterprise and political levels The book begins with a discussion of the promotion of industrial democracy at the enterprise level citing a State of Washington program in which the unemployed receive seed money to start small businesses instead of being sent unemployment benefits Galenson also details British experience with this same scheme In *Industrial Democracy at the Shop Floor* Level employee representation on corporate boards and employee ownership of companies increasingly common phenomena in the United States are investigated along with the relevant experience under German codetermination Chapter Three is devoted to the movement for an improved Quality of Working Life QWL which is based largely on Japanese and Swedish models and has many adherents in the United States and Canada Chapter four illustrates programs that take into account increased desire for job security and specifically the Japanese system of lifetime employment guarantees Preserving jobs and finding new ones when layoffs do occur and Sweden s two decade near zero unemployment due to its active labor market policy are reviewed next Chapter Six s focus is on the altered patterns of work time and Chapter Seven describes how various aspects of Soviet employment were handled in the past and explains the impact of Gorbachev s reforms A final chapter offers a summary and conclusions This cogent treatment of labor market practices will be of vital interest to corporate labor administrators who are or will be engaged in collective bargaining over the subjects treated in these pages The book is ideal for courses in labor economics comparative labor institutions and internationally oriented courses in business schools

*Resizing the Organization* Kenneth De Meuse, Mitchell Lee Marks, 2003-02-03  
Presented by the Society for Industrial and Organizational Psychology this much needed resource offers a wealth of

theoretical information best business practices and winning techniques for executives who must guide their companies through the often difficult processes of mergers acquisitions downsizings and other transitions Written by top experts in the field Resizing the Organization is a field guide for applying industrial and organizational psychology theories and practices to the management of change strategies *Issues and Developments in Public Management* Organisation for Economic Co-operation and Development. Public Management Committee,1997 On cover PUMA *New Patterns of Work* David Clutterbuck,1985 In this book management journalist and author David Clutterbuck has brought together some graphic accounts of experiments now going on in Britain Europe and the USA contributed by the people most closely involved They reflect many of the developments that will ultimately transform the working lives of millions This book argues that the world of work is changing Under the combined onslaught of economic social political technological and psychological forces the familiar structures of employment are crumbling fast What will emerge eventually is uncertain but throughout the industrialised societies organisations and individuals are trying out new concepts and methods **Health Management Quarterly** ,1987 *Note on Managing Workforce Reductions* Carin-Isabel Knoop,2018 **Office Management Series** American Management Association,1928 Project Management in New Product Development Bruce T. Barkley,2007-11-23 Turn Innovative Ideas into Products and Services and Manage and Control Them Using Project Management Tools The first book to integrate project management and product development Project Management in New Product Development shows you how to manage the translation of ideas into new products and services and get them to market cheaper better and faster using advanced project management tools and techniques Packed with detailed case studies and illustrations this unique book explains how to move new products and services quickly from concept to product to market as a managed and seamless process free of problems and delays This project tool also shows how to ensure that bad products are stopped at gateway points before they become product and project failures Project Management in New Product Development features The first integrated treatment of project management and new product development designed for modern globally oriented firms Numerous case studies covering software technology electronics construction telecommunications military and aerospace 150 informative tables figures and graphics

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