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Downsizing is the

process of minimization
or removal of the
organization's

employees or workforce
through the disposal of

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inefficient employees,
divisions, or units. It is a
typical hierarchical
practice, as a rule,
related to financial
downturns and cost-
cutting drives.

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The recession that began
in 2007 resulted in

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retrenchment strategies

focused 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 retaliatory

behavior by the victims

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of the downsizing In
activities.

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Downsizing During an
Economic Crisis ...

Courtesy of Southwest
Airline. The global

economic downturn has
forced many companies
to make deep cuts to
their work forces.

Numerous retailers like

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Mervyn's and Circuit
City Stores Inc. closed
locations, filed for
bankruptcy or shut
down altogether. Even
companies like Yahoo!,
Google, American
Express and Motorola
have had to cut their
work forces.

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Which Way Should You
Downsize in a Crisis?

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to an organizational crisis absent a well-defined strategic plan might result in across-the-board cuts that “penalize the most efficient units of the organization, thus decreasing its competitive advantage” (Davis, 2003).

Unquestionably, the dramatic implications of the downsizing process

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need to be carefully In
assessed. The

Downsizing

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,

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productivity, and
competitiveness. But the
organization would need
to operate with the
reduced manpower and
perform the same
workload that existed
before downsizing.

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

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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

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to resort to downsizing.

1. Economic Crisis. The economic crisis is the biggest cause of

downsizing a business.

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

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Downsizing a business -

Words Wagon

The successful

organizations such as

Downsizing Quadrants

are the one who able to

predict market trends

better than others,

provide resources to

develop products and

services to leverage

those trends, able to

counter competitors'

threats, and meet

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customers' expected
value proposition.

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A mere 13% of employees strongly agree the leadership of their organization communicates effectively with the rest of the organization. The remaining 87% leaves a lot of room for misinformation to ...

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How Great Leaders Stop
Rumors Before ...

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

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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

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workforce. The results:

In the second quarter,
revenues were 80
percent higher ...

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And

Employment

Downsizing and its

Alternatives

Downsizing is
sometimes seen

primarily as a cost-
reducing response to

various crises and

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external factors over
which management has
little or no control.

Others see downsizing
as a strategic
management initiative
in its own right.

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consequences of
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Others can be negative,

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

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Council Post: The Myth
Of 'Crisis Leadership'

en. In the face of

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slowly 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,

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according to the Bureau
of Labor Statistics).

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