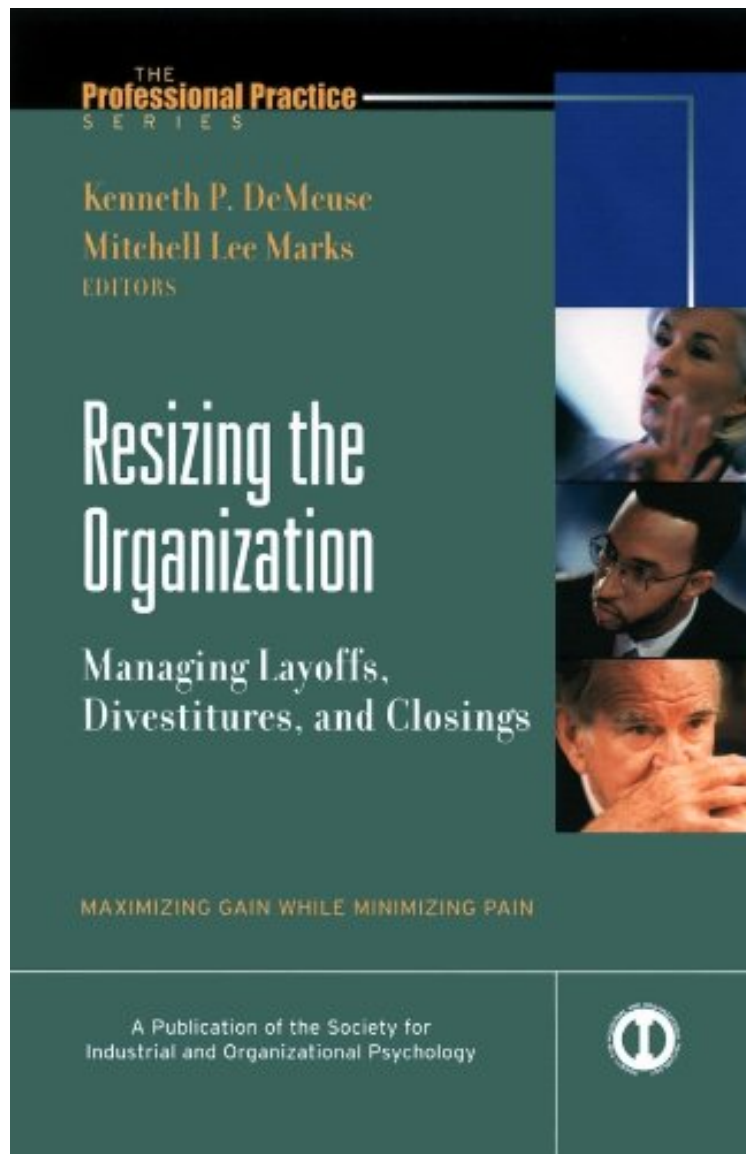


(Free download) Resizing the Organization: Managing Layoffs, Divestitures, and Closings (J-B SIOP Professional Practice Series)

## Resizing the Organization: Managing Layoffs, Divestitures, and Closings (J-B SIOP Professional Practice Series)

*From Pfeiffer*

*\*Download PDF | ePub | DOC | audiobook | ebooks*



[Download](#)

[Read Online](#)

#2517611 in eBooks 2007-12-10 2007-12-10 File Name: B000VZST6Q | File size: 77.Mb

**From Pfeiffer : Resizing the Organization: Managing Layoffs, Divestitures, and Closings (J-B SIOP Professional Practice Series)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Resizing the Organization: Managing Layoffs, Divestitures, and Closings (J-B SIOP Professional Practice Series):

2 of 2 people found the following review helpful. Well DoneBy CustomerDetailed overview for anyone considering restructuring in an organization. As someone who assists companies navigate the layoff or plant closing process, this is an indispensable guide.0 of 5 people found the following review helpful. Wrong Title For This BookBy B. BotzThis book should have been entitled "How To Destroy The Lives And Families of Loyal Employees In One Easy Lesson." Seems to me the knee-jerk reaction of most companies is to immediately fire personnel when the business experiences a hiccup or a better dollar amount could be had by a merger. Don't judge a book by its cover? It would be criminal not to! How many execs are willing to tighten their personal belts or trade in that thick juicy steak dinner for a can of pork and beans? While most who have read this 'book' may not agree with my opinion, we can agree that most of you reading this post may have been laid off recently or are about get the pink slip. Mortgage payments are missed, cash reserves run dry, past due bills are stacking up, fear and worry consume your thoughts daily. I think a better idea would be to write a book about how companies can create business through innovation and a strong detail to professional integrity, keeping the best personnel, value their humanity instead of measuring them as a liability on the balance sheet. While reality is reality, layoffs should be the very last resort and consideration should be given to those who have made that company great in the past.

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.

From the Inside FlapIf organizations are to survive in today's turbulent business environment they must be able to adapt to ongoing external pressures and market shifts. Organizations must be able to restructure, downsize, reengineer, merge, seek financial protection, and form alliances. The question is not whether executives should resize their organizations but how to resize them in order to more effectively deal with the dramatic shifts that occur when businesses reorganize. In one comprehensive volume, *Resizing the Organization* brings together the most renowned experts in the field to offer the latest theories, best business practices, and proven techniques for effectively meeting the challenge of resizing today's (and tomorrow's) organizations. This important resource offers executives, managers, and human resource professionals a guide to addressing the human and cultural aspects of mergers, acquisitions, downsizings, and other transitions while managing effective change strategies with insight and innovation. Throughout *Resizing the Organization* the contributors show how to apply industrial and organizational psychology theories and concepts that will best guide an effective course of action. *Resizing the Organization* offers a wealth of information on a variety of topics, including: The psychological effects of organizational resizing The response of customers and competitors to resizing Rethinking the resizing process The impact of layoffs on family, friendships, and community networks Planning for resizing How to implement resizing Revitalizing the organization after resizing The financial consequences of employment-change decisions *Resizing the Organization* gives executives the information they need to master the rightsizing process and respond to change in a way that will engage their employees and keep their businesses competitive.

From the Back CoverPresented 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.

Contributors to *Resizing the Organization* David T. Bastien Thomas J. Bergmann Scott M. Brooks Anthony F. Buono Wayne F. Cascio Jeffrey Crandell Kenneth P. De Meuse Daniel C. Feldman Emily L. Hause Todd J. Hostager Jill R. Kickul Scott W. Lester Raymond G. Lorenz Mitchell Lee Marks Kathryn D. McKee Philip H. Mirvis Jessica L. Saltz Roger D. Sommer Ronny Vansteenkiste Jack W. Wiley Nina E. Woodard Clifford E. Young

About the Author Kenneth P. De Meuse is professor of management at the University of Wisconsin-- Eau Claire. He has consulted with numerous organizations including Union Carbide, AVEX Electronics, Intergraph Corporation, Nestle USA, and Lucent. He has written numerous articles on the topic of employee attitudes and organizational behavior and is the coauthor of the *The Team Developer* (John Wiley Sons, 2001). Mitchell Lee Marks is a consultant to a broad variety of organizations in the United States and abroad, including AOL, GAP, DaimlerChrysler, Motorola, and Lucent. He is the author of numerous articles, scholarly journals, and books, including *Joining Forces* (Jossey-Bass, 2000).