
Layoffs

Eventually, you will certainly discover a new experience and achievement by spending more cash. still when? do you tolerate that you require to acquire those all needs as soon as having significantly cash? Why dont you attempt to acquire something basic in the beginning? Thats something that will guide you to comprehend even more approximately the globe, experience, some places, like history, amusement, and a lot more?

It is your completely own become old to work reviewing habit. among guides you could enjoy now is Layoffs below.



Where does corporate "fat" accumulate and how is it eliminated in response to competitive forces? This study finds that increases in industry-level import competition and merger activity, as well as declines in industry-level demand, explain layoffs and plant closures by inefficient firms. Downsizing in response to these competitive threats is often undertaken in a suboptimal fashion. Managers announce layoffs in spite of their convictions that such behavior undermines productivity. Further, managers close plants that are not among the most inefficient in their industry. The authors conclude that these puzzling managerial actions, though ostensibly inefficient, are perfectly consistent with profit-maximizing behavior.

Argues that layoffs are not good for business, and are often ineffective for companies and disastrous for employees

BLS reports on mass layoffs in ...

Newspapers' Representations of Corporate Mass Layoffs

A Guide for Communities Facing Major Layoffs Or Plant Shutdowns

An Analysis Using Administrative Data

A Guide to Advance Notice of Closings and Layoffs

The Effects of Job Changes by Workers on Layoff

"A report of the United States Commission on Civil Rights."--T.p.

Using real - life illustrations of successful, responsible restructurings at companies such as Charles Schwab, Cisco, Motorola, and Intel, this book provides alternatives to downsizing....

Seniority-based Layoffs Will Exacerbate Job Loss in Public Education

Permanent Layoffs and Earnings

Losses of Displaced Workers

Life After the High-tech Downturn

Mortality, Mass-layoffs, and Career

Outcomes

Dislocated Workers

The Disposable American

This paper uses administrative data on quarterly employment and earnings matched to death records to estimate the effects of job displacement on mortality. We find that job displacement leads to a 15-20% increase in death rates during the following 20 years. If such increases were sustained beyond this period, they would imply a loss in life expectancy of about 1.5 years for a worker displaced at age 40. These results are robust to extensive controls for sorting and selection, and are consistent with estimates of the effects of job loss on mortality pooling displaced workers and stayers that are not affected by selective job displacement. To examine the channels through which mass layoffs raise mortality, we exploit the panel nature

of our data -- covering over 15 years of earnings -- to analyze the correlation of long-run career outcomes, such as the mean and standard deviation of earnings, with mortality at the individual and group level, something not possible with typical data sets. Our findings suggest that factors correlated with a decrease in mean earnings and a rise in standard deviation of earnings have the potential to explain an important fraction of the effect of a job displacement on mortality.

Firms in the S&P 500 often announce layoffs within days of one another, despite the fact that the average S&P 500 constituent announces layoffs once every 5 years. By contrast, similar-sized privately-held firms do not behave in this way. This paper provides empirical evidence that such clustering behavior is largely due to CEOs managing their reputation in financial markets. To interpret these results we develop a theoretical framework in which managers delay layoffs during good economic states to avoid damaging the markets perception of their ability. The model predicts clustering in the timing of layoff announcements, and illustrates a mechanism through which the cyclicity of firms layoff policies is amplified. Our findings suggest that reputation management is an important driver of layoff policies both at daily frequencies and over the business cycle, and can have significant macroeconomic consequences.

A Summary of Foreign Requirements
What the Mass Layoff Statistics Program and the Current Population Survey Tell Us
Responsible Restructuring
Strategic Corporate Layoffs
Mass Layoffs and Unemployment in Montana
An Examination of the Relationship Between CEO Relative Pay and Layoffs
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. From the founder of "layoff survivor sickness" an updated edition of a book for today's downsized workforce Thoroughly revised and updated, David Noer's classic book about downsized organizations has never been more relevant. Reports of the most recent layoffs are making the front pages of our newspapers with frightening regularity. And massive downsizing continues to reshape the face of American business. But what about those who remain behind? Healing the Wounds provides an antidote to the widespread malaise on the American business scene left in the wake of workforce reductions. Drawing on case studies and original research, David M. Noer-an expert frequently quoted in major media such as The Wall Street Journal and Fortune on the topic of layoffs and layoff survivor sickness-provides executives, human resource professionals, managers, and consultants with an original model and clear guidelines for revitalizing downsized organizations and the employees left behind. Offers thoroughly revised edition of a book about layoffs and those who are left behind Filled with relevant case studies and recent research Written by David Noer an acclaimed expert on the topic Gives employers much-needed guidance for revitalizing downsized companies
BLS Reports on Mass Layoffs in ...

Since the Layoffs
Unemployment Insurance and Employer
Layoffs
Layoffs and Their Consequences
Work Sharing
Extended Mass Layoffs in ...
Due to rising unemployment
levels, researchers have
begun to investigate how
corporations handle layoffs
and how they could manage
them better in the future.
Public relations
practitioners can use this
type of research to help
organizations learn how to
best maintain their images,
reputations and productivity
amid mass layoffs. When an
organization conducts mass
layoffs, its actions become
both a current event and a
public issue that is
frequently discussed in
newspaper articles. In order
for downsizing organizations
to be aware of the public's
perceptions of their layoff
procedures, they should be
aware of how the news media
represents them. This study
used a content analysis of
different newspaper articles
to determine how three
downsizing organizations
(General Motors, Caterpillar,
and Boeing) were portrayed in
the midst of mass layoffs.
This study examined a sample
of newspaper articles from
two nationally-distributed
daily newspapers (The New
York Times and The Washington

Post). It also included
articles from daily newspaper
that were located in the
cities where the layoffs took
place (The Detroit News, The
Chicago Tribune, and The
Seattle Times). The findings
did not show that the
newspapers' articles about the
layoffs tended to be more
prominent in the regional
publications than in the
national publications. While
the articles were often
prominently placed in the
newspapers, the layoffs were
not typically the primary
focus of the articles. The
reporters frequently included
details of the layoffs, such
as the number of layoff
victims, in their articles.
They also frequently included
attributions of blame for the
layoff decisions. The
articles, however, rarely
discussed socially responsible
actions made on behalf of the
downsizing companies.
Executives, boards of
directors, and compensation
consultants actively use peer
comparisons for constructing
compensation benchmarks.
However, the implications
associated with relative
measures of executive
compensation have received
little attention from the
executive compensation
research to date. Social
comparison, tournament, and

prospect theories are used to develop hypotheses concerning the relationship between CEO relative total compensation and layoffs. Utilizing a sample of large, publicly traded companies, I test hypotheses predicting future layoff announcements as a function of CEO relative total compensation. I find that CEOs receiving compensation below their annual industry median are significantly more likely to engage in layoffs than their peers at or above the industry median. Similarly, firms performing below the annual industry median are also more likely to announce future layoffs in the following year. Additional results indicate that while previously under-performing firms benefit from layoffs in terms of increased performance in the following year, executives receiving compensation below the annual industry median and engage in layoffs do not see similar increases in the following year.

Mass layoffs in ...

An Alternative to Layoffs
Case Studies of Displaced
Pottery and Carpet-mill
Workers

A Study of Layoffs and Plant
Closures

Industrial Inefficiency and
Downsizing

News

The high-tech sector was a major driving force behind the Canadian economic recovery of the late 1990s. It is well known that the tide began to turn quite suddenly in 2001 when sector-wide employment and earnings halted this upward trend, despite continued gains in the rest of the economy. As informative as employment and earnings statistics may be, they do not paint a complete picture of the severity of the high-tech meltdown. A decline in employment may result from reduced hiring and natural attrition, as opposed to layoffs, while a decline in earnings among high-tech workers says little about the fortunes of laid-off workers who did not regain employment in the high-tech sector. In this study, I use a unique administrative data source to address both of these gaps in our knowledge of the high-tech meltdown. Specifically, the study explores permanent layoffs in the high-tech sector, as well as earnings losses of laid-off high-tech workers. The findings suggest that the high-tech meltdown resulted in a sudden and dramatic increase in the probability of experiencing a permanent layoff, which more than quadrupled in the manufacturing sector from 2000 to 2001. Ottawa-Gatineau workers in the industry were hit particularly hard on this front, as the permanent layoff rate rose by a factor of 11 from 2000 to 2001. Moreover, laid-off manufacturing high-tech workers who found a new job saw a very steep decline in earnings. This decline in earnings was well above the declines registered among any other groups

of laid-off workers, including workers who were laid off during the "jobless recovery" of the 1990s. Among laid-off high-tech workers who found a new job, about four out of five did not locate employment in high-tech, and about one out of three moved to another city. In Ottawa-Gatineau, many former high-tech employees found jobs in the federal government. However, about two in five laid-off high-tech workers left the city. A sobering critique of the American practice of corporate layoffs examines their questionable necessity, the overuse of the practice, and their devastating repercussions for both individuals and the nation as a whole, arguing that layoffs are frequently counterproductive and encourage mergers, outsourcing, and wage stagnation. Reprint. 17,500 first printing.

Layoffs and Lemons

The Worker Adjustment and Retraining Notification Act (WARN).

Overcoming the Trauma of Layoffs and Revitalizing Downsized Organizations
1987-1990

Healing the Wounds

Action Checklist for Community Leaders

In this paper we provide theoretical and empirical analyses of an asymmetric-information model of layoffs in which the current employer is better informed about its workers' abilities than prospective employers are. The key feature of the model is that when firms have discretion with respect to

whom to lay off, the market infers that laid-off workers are of low ability. Since no such negative inference should be attached to workers displaced in a plant closing, our model predicts that the postdisplacement wages of otherwise observationally equivalent workers will be higher for those displaced by plant closings than for those displaced by layoffs. An extension of our model predicts that the average postdisplacement unemployment spell of otherwise observationally equivalent workers will be shorter for those displaced by plant closings than for those displaced by layoffs. In our empirical work, we use data from the Displaced Workers Supplements in the January 1984 and 1986 Current Population Surveys. We find that the evidence (with respect to both re-employment wages and postdisplacement unemployment duration) is consistent with the idea that laid off workers are viewed less favorably by the market than are those losing jobs in plant closings. Our findings are much stronger for workers laid off from jobs where employers have discretion over whom to lay off.

Jake Skowran has been laid off from his job and has six

months of unemployment left before he is dead broke.

Jake's bookie offers him a brilliant solution to his financial woes. But being a hit man isn't all it's cracked up to be. Levison's irony is acute as he caricatures the working world's groundlings' - The New York Times Book Review ' [A] dark, satirical comedy... Written with the same kind of deadpan humor Levison used so well in his first book' - USA Today'

Corporate Executions

Layoffs and Civil Rights : a Report of the United States Commission on Civil Rights
Creative and Profitable Alternatives to Layoffs
Attributions for Layoffs, Procedural Justice, Outcome Negativity, and the Reactions of Layoff Victims and Survivors

Permanent Mass Layoffs and Plant Closings

Do CEOs Expect (and Do They Receive) Payoffs from Layoffs?

This survey examines reasons organizations resort to layoffs, how layoffs are conducted, and the subsequent effects on remaining staff. Survey data collection ended just prior to September 11, and therefore does not reflect conditions following the attacks. However, it does provide valuable information on employee response to layoffs and insight on how human resource professionals may help to assuage the stress of

future staff reductions. Among its many conclusions, the survey finds that 20 percent of organizations announced layoffs through group meetings, while five percent issued written notice, and that following the reductions, organizations reported improved profits and productivity, but also increased gossip, decreased morale and loyalty, and a rise in resignations.

BLS Reports on Mass Layoffs in the ...

Extent of Business Closures, Layoffs, and the Public and Private Reponse : Briefing Report to the Honorable Lloyd Bentsen, United States Senate

Extent of Business Closures, Layoffs, and the Public and Private Response : Briefing Report to the Honorable Lloyd Bentsen, United States Senate

Last Hired, First Fired

Trade adjustment assistance most workers in five layoffs received services, but better outreach needed on new benefits : report to congressional requesters.

BNA's Report on Layoffs, Plant Closings, and Concession Bargaining