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Downsizing In America Reality Causes

Downsizing in America offers a range of compelling hypotheses to account for adoption of downsizing as an accepted business practice. In the short run, many companies experiencing difficulties due to decreased sales, cash flow problems, or declining securities prices reduced their workforces temporarily, expanding them again when business conditions improved.

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Downsizing in America shows that reducing employee rolls increased profits, since downsizing firms spent less money on wages relative to output, but it did not increase productivity. Nor did unions impede downsizing. The authors show that unionized industries were actually more likely to downsize in order to eliminate expensive union labor.

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Downsizing in America: Reality, Causes, and Consequences.By

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William J. Baumol, Alan S. Blinder, and Edward N. Wolff. Russell Sage Foundation, 2003. 321 pp. Cloth, \$29.95

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The business literature on the causes and consequences of downsizing has grown significantly over the last three decades. A multitude of causes has been identified. Downsizing is sometimes seen primarily as a cost-reducing response to various crises and external factors over which management has little or no control.

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Downsizing in America: Reality, Causes, and Consequences As of August 31, 2014, the ILR Review is published by SAGE. Please visit the journal site to read this article.

Downsizing in America: Reality, Causes, and Consequences

Baumol, J. W., Blinder, S. A., & Wolff, N. E. 2003. Downsizing in America: Reality, causes, and consequences. New York: Russell Sage Foundation Press.

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Downsizing in America, one of the most comprehensive analyses of the subject to date, confronts all these questions, exploring three main issues: the extent to which firms actually downsized, the factors that triggered changes in firm size, and the consequences of downsizing.

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