

The New Organizational Reality

**DOWNSIZING,
RESTRUCTURING,
AND REVITALIZATION**



EDITED BY

MARILYN K. GOWING

JOHN D. KRAFT

JAMES CAMPBELL QUICK

New Organizational Reality Downsizing Restructuring And Revitalization

Jörn-Axel Meyer



New Organizational Reality Downsizing Restructuring And Revitalization:

The New Organizational Reality Marilyn K. Gowing, 1997 This text describes and assesses the impact of restructuring and downsizing on both employees and companies It presents case studies showing how organizations have successfully managed restructuring and discusses principles and practices for revitalizing companies affected by restructuring *The Innovation Imperative in Health Care Organisations* Peter Spurgeon, Cary L. Cooper, Ronald J. Burke, 2012-01-01 Healthy organisations are twice as likely to get better results than unhealthy ones and this could be a matter of life and death if your business is healthcare Whatever way you look at it HR has a key role to play and the authors once again points the way Clare Chapman Group People Director BT British Telecoms If healthcare systems around the world are to respond to the growing demands of an ageing population and advances in technology then healthcare workforces will need to be managed with imagination agility and innovation This important book sets out some of these challenges in a thoughtful and accessible way allowing the reader to tap into the research pedigree of its authors and to draw out lessons and evidence which will inform both strategy and practice Stephen Bevan Director Centre for Workforce Effectiveness The Work Foundation This insightful book discusses vital concepts of system sustainability in terms of productivity quality improvement innovation and cost control in the context of maximising the potential of staff in the health care sector through effective human resource management Health systems in the western world face increasingly intense pressure to contain or reduce costs while countries such as China and India move towards universal coverage The contributors illustrate that radical gains in efficiency and innovative practice are required internationally in health care systems They argue that the high proportion of health care system costs invested in staffing place the human resource function at the forefront of meeting this challenge Sustained system change and productivity gains more effective management of staff and work climate are essential elements of reform and are all covered in this book The book provides practical examples as to how health service managers can rise to the challenge of sustaining services against greater pressures than ever before It will strongly appeal to academics and students of health service management and public sector management Health service managers HR professionals in health as well as clinical staff will also find plenty of informative information in this enriching compendium **Ökonomisierung in Personalwirtschaft und Personalwirtschaftslehre** Jürgen Grieger, 2013-03-07 Im Rahmen einer Grundlagendiskussion sowie auf der Basis umfangreicher theoretischer und methodologischer Analysen präsentiert Jürgen Grieger einen Konzeptvergleich der die Potenziale ökonomischer Personalwirtschaftslehre in der Theorieentwicklung und im Anwendungsbezug aufzeigt *Managing in the Modern Corporation* John Hassard, Leo McCann, Jonathan Morris, 2009-10-22 This book is an examination of the effects of organizational restructuring in large corporations **Organizational Stress** Cary L. Cooper, Philip J. Dewe, Michael P. O'Driscoll, 2001-02-06 To the individual whose health or happiness has been ravaged by an inability to cope with the effects of job related stress the costs involved are clear But what price do

organizations and nations pay for a poor fit between people and their work environments Only recently has stress been seen as a contributory factor to the productivity and health costs of companies and countries but as studies of stress related illnesses and deaths show stress imposes a high cost on individual health and well being as well as organizational productivity This book examines stress in organizational contexts The authors review the sources and outcomes of job related stress the methods used to assess levels and consequences of occupational stress along with the strategies that might be used by individuals and organizations to confront stress and its associated problems One chapter is devoted to examining an extreme form of occupational stress burnout which has been found to have severe consequences for individuals and their organizations The book closes with a discussion of scenarios for jobs and work in the new millennium and the potential sources of stress that these scenarios may generate The book is a comprehensive thought provoking resource for Ph D students academics and other professionals working to minimize or eliminate the sources of stress in the workplace

Die Bedeutung von Emotionen bei Prozessen des Wandels Gerda Schneider, 2004-09-20 Inhaltsangabe Problemstellung Panta rhei alles flie t Schon der griechische Philosoph Heraklit lehrte den ewigen Wandel der Dinge Betrachtet man den Wandel ber den Lauf der Zeit so wird deutlich dass es Wandel zu jeder Zeit gegeben hat vieles aber f r eine Beschleunigung des Wandels spricht Zunehmend f hlen sich Menschen vom immer schnelleren Wandel bedroht da die Komplexit t und Dynamik im Wandelgeschehen stetig zunehmen Globale M rkte immer k rzere Entwicklungszeiten rasante nderungen in der Informations und Kommunikationstechnologie komplexe Marktanforderungen und Kundenbed rfnisse Herausforderungen unserer Zeit die Organisationen und ihre Mitglieder besch ftigen Vor allem bei Ver nderungsprojekten in Organisationen wird deutlich dass Wandel einen fundamentalen Konflikt ausl sen kann Organisationen streben nach Ver nderung die st ndige Anpassung an die sich ver ndernden Rahmenbedingungen ist f r sie berlebenswichtig Organisationsmitglieder hingegen streben nach Sicherheit und Verl sslichkeit Verunsicherung und Ungewissheit l sen Emotionen aus die in verschiedenen Phasen des Wandelprozesses zu unterschiedlichen emotionalen Reaktionen f hren Emotionen sind irrational und haben in der rationalen Welt der Wirtschaft nichts zu suchen Dies war lange Zeit die vorherrschende Meinung erst in j ngster Zeit keimt die Erkenntnis dass f r das Verst ndnis der Dynamik und Vielfalt menschlichen Verhaltens in Organisationen die Betrachtung von emotionalen Prozessen bedeutsam ist Dies gilt ganz besonders f r Wandelprozesse bei denen eine rein rationale Sichtweise oft dem Verst ndnis der emotionalen Reaktionen von Betroffenen im Wege steht Wahrgenommen werden nur die Widerst nde auf die mit Unverst ndnis reagiert wird Damit wird die Chance vertan die emotionalen Kr fte f r die Prozesse des Wandels zu nutzen und in die richtigen Bahnen zu lenken Der konstruktive und respektvolle Umgang mit Emotionen den eigenen und denen von anderen stellt zunehmend eine Schl sselqualifikation und einen Erfolgsfaktor f r Organisationen in einem sich immer schneller wandelnden Umfeld dar Inhaltsverzeichnis Inhaltsverzeichnis AbbildungsverzeichnisII Abk rzungsverzeichnisIII Einf hrung1 1 Prozesse des Wandels4 1 1Begriff und Bedeutung4 1 2Formen organisationalen Wandels6

1 3 Ursachen organisationalen Wandels 8 1 4 Change Management 10 2 Emotionen in Organisationen 14 2 1 Begriff und Bedeutung 14 2 2 Ausdrucksformen von **The Psychology of the Recession on the Workplace** Cary L.

Cooper, Alexander-Stamatios G. Antoniou, 2013-01-01 Two deep human needs are to master the world and to feel safe and secure The Great Recession thwarted both needs for millions of people around the world Cooper and Antoniou's global team of scholars address the psychological economic social and other dimensions of our current crisis while charting paths whereby we can again satisfy these needs Let us rise above the crisis and follow Aristotle's path to living well and faring well This book offers a plan for doing so James Campell Quick The University of Texas at Arlington US An economic recession can affect the aggregate well being of a population This highly regarded and timely book shows a significant increase in the mean levels of distress and dissatisfaction in the work place in recent years In particular increasing job demands intrinsic job insecurity and increasingly inadequate salaries make substantial contributions to psychological distress family conflict and related behaviors The contributors reveal that the recession has fundamentally altered the way employees view their work and leaders With employers and employees still facing a continued period of uncertainty a severe impact on employment relations is a continuing reality Given the difficult economic times many people are feeling the pressure to work harder This book will be valuable for undergraduate students and practitioners in the fields of organizational behavior and human resource management **Organizations and Organizing** W Richard Scott, 2015-08-07 This broad balanced introduction to organizational studies enables the reader to compare and contrast different approaches to the study of organizations This book is a valuable tool for the reader as we are all intertwined with organizations in one form or another Numerous other disciplines besides sociology are addressed in this book including economics political science strategy and management theory Topic areas discussed in this book are the importance of organizations defining organizations organizations as rational natural and open systems environments strategies and structures of organizations and organizations and society For those employed in fields where knowledge of organizational theory is necessary including sociology anthropology cognitive psychology industrial engineering managers in corporations and international business and business strategists

Handbook of Psychology, Health Psychology Arthur M. Nezu, Christine M. Nezu, Pamela A. Geller, 2003-01-07 Includes established theories and cutting edge developments Presents the work of an international group of experts Presents the nature origin implications an future course of major unresolved issues in the area Healthy and Productive Work Lawrence R. Murphy, Cary Cooper, 2000-06-29 The Enterprise Culture of the 1980s helped transform economies of Western Europe but left behind a legacy of stress both for managers and shop floor workers The cost to business is seen in absenteeism reduced productivity compensation claims health insurance and direct medical costs which in the US cost approximately 150 billion a year Job Insecurity, Union Involvement and Union Activism Hans De Witte, 2017-11-30 This volume contains empirical analyses of European psychologists and sociologists on the impact of job insecurity on trade union

membership activism and upon the attitudes of individual workers towards unions Little is currently known about the impact of job insecurity on the union participation of workers which is significant given the importance of trade unions in European collective bargaining systems This volume reports innovative and pioneering research on this research gap It answers questions such as do workers more easily join unions because of job insecurity or does it make them leave the union Does it influence participation in work s council elections or affect the intention to become a union activist And are workers less satisfied and less committed to their unions when they experience job insecurity The book contains recommendations for policy makers social partners and practitioners in the field of work and organizations **Job Insecurity** Bert

Klandermans,Tinka van Vuuren,1999-06-24 First published in 1999 Routledge is an imprint of Taylor Francis an informa company *The Emerald Review of Industrial and Organizational Psychology* Robert L. Dipboye,2018-09-07 This book

provides a comprehensive review of the theory research and applications in Industrial and Organizational I O Psychology

Analyzing three primary objectives of I O psychology improving the effectiveness of employees and organizations enhancing employee well being and gaining an understanding of human behavior in organizations **Organizational Psychology and**

Organizational Behavior Steve M. Jex,Thomas W. Britt,Cynthia A. Thompson,2024-04-23 An integrated perspective on organizational psychology and organizational behavior Organizational Psychology and Organizational Behavior is a major revision of the well regarded textbook whose previous title was Organizational Psychology A Scientist Practitioner Approach This new edition offers a comprehensive overview organizational science drawing insights from the closely aligned fields of organizational psychology and organizational behavior Appropriate as a textbook for introductory courses in either field this engaging and readable book encourages students to think actively about the material providing numerous features to connect concepts to real world people situations and challenges In this Fourth Edition the authors introduce coverage of diversity and inclusion as well as climate change and environmental sustainability They have also streamlined the text moving detail into appendices where appropriate to further promote student engagement Organizational Psychology and Organizational Behavior also covers Data collection and analysis methods along with a discussion of research ethics Strategies for managing the work life interface and promoting employee wellbeing Methods for promoting productive workplace behavior and addressing counterproductive behavior Leadership organizational culture and other precursors to job satisfaction and employee motivation By identifying how behaviors and attitudes can be influenced by hiring practices leadership strategies and beyond Organizational Psychology and Organizational Behavior offers a comprehensive guide to the theory and application of behavioral science in the workplace **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 **Humanistic Consulting** David Noer, 2017-06-09 When organizational leaders reflect on who has most influenced their careers they often name a humanistic consultant A humanistic approach to working with people and organizations spans leadership development executive coaching organization development and efforts to transform and revitalize systems The tools are borrowed from diverse sources its effectiveness relies on a compassionate practitioner Tracing the historical roots of the practice this book explores the elements that shape humanistic consulting and give it powerful versatility Insights are offered for consultants managers and students alike Berliner Forschungsbeiträge zu kleinen und mittleren Unternehmen Jörn-Axel Meyer, 2013-05-23 Nicht nur in der Lehre erlebt die BWL der kleinen und mittleren Unternehmen KMU seit einigen Jahren eine zunehmende Beachtung Mit der steigenden Zahl der Bildungsangebote zu KMU geht auch eine vermehrte Forschung einher die neben sehr wissenschaftlich theoretischen Ergebnissen auch praktische Transferleistungen bietet Das Deutsche Institut für kleine und mittlere Unternehmen hat in den letzten 11 Jahren mit vielen Forschungsprojekten auch seinen Beitrag dazu geleistet Der vorliegende Band greift nun einige dieser Projekte und ihre aktuellen Studien auf um sie einer größeren Leserschaft zugänglich zu machen Da die Beiträge alle in Berlin entstanden sind wurde dem vorliegenden Band der Titel Berliner Forschungsbeiträge zu kleinen und mittleren Unternehmen gegeben Der Band umfasst sechs Beiträge die sehr unterschiedliche Themen behandeln Die Probleme von KMU im Management von IT Wirtschaftskriminalität in KMU Intrapreneurship ein Rückblick auf Sinn und Unsinn des deutschen Kreditmediators sowie neuere Erkenntnisse zum Transparenzmanagement und zur Vertraulichkeit in der mobilen Kommunikation von KMU Das Buch richtet sich nicht nur an Wissenschaftler sondern auch an Leser aus dem Kreis der kleinen und mittleren Unternehmen selbst Darüber hinaus gibt es Politik Kammern und Verbänden sowie Beratern einen hilfreichen aktuellen und bewerteten Einblick *Promoting Emotional Intelligence in Organizations* Cary Chernis, Mitchel Adler, 2023-06-20 Offers the tools to sell and implement emotional intelligence training in your organization Emotional intelligence matters more than ever Personal qualities such as resilience optimism and initiative have become crucial survival traits necessary for enduring the many changes affecting the American and global marketplaces *Promoting Emotional Intelligence in Organizations* offers the tools to sell and implement emotional intelligence training within your organization *21st Century Management: A Reference Handbook* Charles Wankel, 2008 Ordered as part of a set on ID 7574134 **Research Companion to the Dysfunctional Workplace** Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 A work exposing and exploring the phenomena of the dysfunctional workplace is long overdue This fascinating book does just that uncovering the subversiveness counterproductive behaviour and unspoken issues that managers struggle with on a daily basis This Companion not only explores organizational dysfunction as it concerns individuals it also examines broader issues of dysfunction and its effects with regards teams

managers and organizational systems Lively discussion encompasses the symptoms of distress illness absenteeism and inefficiency that point towards behavioural disorders and system wide malfunction From personality disorders to wars over territory the book chronicles and reveals the true nature of often hidden workplace problems including bullying unethical behaviour loss of trust organizational deviance cowardice workaholism negative humour and emotions personality disorders mismanagement and malfunctioning performance and selection systems So what can be done Practical solutions to these dysfunctional phenomena are presented by international experts from a range of disciplinary backgrounds including management psychology and economics This fascinating highly original book will be of enormous interest to students researchers academics and practitioners across all sectors of business and management human resource management in particular

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