



Downsizing in America: Reality, Causes, and Consequences

William J. Baumol, Alan S. Blinder, Edward N. Wolff

Download now

[Click here](#) if your download doesn't start automatically

Downsizing in America: Reality, Causes, and Consequences

William J. Baumol, Alan S. Blinder, Edward N. Wolff

Downsizing in America: Reality, Causes, and Consequences William J. Baumol, Alan S. Blinder, Edward N. Wolff

In the 1980s and early 1990s, a substantial number of U.S. companies announced major restructuring and downsizing. But we don't know exactly what changes in the U.S. and global economy triggered this phenomenon. Little research has been done on the underlying causes of downsizing. Did companies actually reduce the size of their workforces, or did they simply change the composition of their workforces by firing some kinds of workers and hiring others? *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.

The authors show that much of the conventional wisdom regarding the spate of downsizing in the 1980s and 1990s is inaccurate. Nearly half of the large firms that announced major layoffs subsequently increased their workforce by more than 10 percent within two or three years. The only arena in which downsizing predominated appears to be the manufacturing sector-less than 20 percent of the U.S. workforce.

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. The most significant trigger leading to long-term downsizing was the rapid change in technology. Companies rid themselves of their least skilled workers and subsequently hired employees who were better prepared to work with new technology, which in some sectors reduced the size of firm at which production is most efficient.

Baumol, Blinder, and Wolff also reveal what they call the dirty little secret of downsizing: it is profitable in part because it holds down wages. *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. In sum, downsizing transferred income from labor to capital-from workers to owners

Download and Read Free Online Downsizing in America: Reality, Causes, and Consequences William J. Baumol, Alan S. Blinder, Edward N. Wolff

From reader reviews:

Minerva Gagliano:

As people who live in often the modest era should be up-date about what going on or information even knowledge to make them keep up with the era which can be always change and make progress. Some of you maybe may update themselves by reading books. It is a good choice for yourself but the problems coming to anyone is you don't know what type you should start with. This Downsizing in America: Reality, Causes, and Consequences is our recommendation to help you keep up with the world. Why, since this book serves what you want and want in this era.

Dustin Alvarez:

Nowadays reading books be than want or need but also become a life style. This reading habit give you lot of advantages. Associate programs you got of course the knowledge the particular information inside the book that will improve your knowledge and information. The info you get based on what kind of guide you read, if you want send more knowledge just go with education and learning books but if you want truly feel happy read one together with theme for entertaining for example comic or novel. The Downsizing in America: Reality, Causes, and Consequences is kind of e-book which is giving the reader unstable experience.

Effie Morris:

Downsizing in America: Reality, Causes, and Consequences can be one of your beginning books that are good idea. Many of us recommend that straight away because this publication has good vocabulary that will increase your knowledge in words, easy to understand, bit entertaining but nonetheless delivering the information. The writer giving his/her effort to put every word into satisfaction arrangement in writing Downsizing in America: Reality, Causes, and Consequences although doesn't forget the main point, giving the reader the hottest along with based confirm resource facts that maybe you can be among it. This great information could drawn you into new stage of crucial imagining.

Timothy Bullock:

You can get this Downsizing in America: Reality, Causes, and Consequences by browse the bookstore or Mall. Just simply viewing or reviewing it can to be your solve difficulty if you get difficulties to your knowledge. Kinds of this publication are various. Not only by written or printed and also can you enjoy this book simply by e-book. In the modern era like now, you just looking of your mobile phone and searching what your problem. Right now, choose your current ways to get more information about your publication. It is most important to arrange you to ultimately make your knowledge are still update. Let's try to choose right ways for you.

**Download and Read Online Downsizing in America: Reality,
Causes, and Consequences William J. Baumol, Alan S. Blinder,
Edward N. Wolff #UV1GNBYKZ5S**

Read Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff for online ebook

Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff books to read online.

Online Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff ebook PDF download

Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff Doc

Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff Mobipocket

Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff EPub

Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff Ebook online

Downsizing in America: Reality, Causes, and Consequences by William J. Baumol, Alan S. Blinder, Edward N. Wolff Ebook PDF