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Organizational downsizing, discrimination, and corporate social responsibility

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Abstrak

Organizational restructuring and corporate downsizing can have a significant impact on the perceived social responsibility and responsiveness of any firm. This book analyzes the phenomenon by identifying the nature and types of structural or functional relationships that exist between downsizing and organizational performance variables, on the one hand, and organizational social responsiveness on the other. It looks at changes in the use of various restructuring techniques to improve efficiency and effectiveness and the effects of these changes on the organizational citizenship standing in the community. It goes on to add to the understanding of the general phenomenon of downsizing by examining its relationship to the level and pervasiveness of corporate social responsibility. Karake-Shalhoub addresses three questions. First, is corporate downsizing related to improvement in organizational financial performance? Second, is there any relationship between downsizing and corporate social responsibility? Third, what is the nature of this relationship? The book will be attractive to management theory scholars, social responsibility and ethics researchers and practitioners, organizational development researchers and practitioners, and human resource scholars.