LIBERTY UNIVERSITY
SCHOOL OF DIVINITY

Organizational Downsizing

Submitted to Professor Dr. William England, in partial fulfillment

of the requirements for the completion of the course,

CLED 835

Organizational Theory and Development

by

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Thesis statement –There are several strategies that can be taken for organizational downsizing to take place successfully and achieve good results.

Abstract

This is the first section of the paper which will inform the reader of what the paper is about so as to discern if they are interested to read the article or not. It will act as a short summary for the organizational downsizing article.

Introduction

This part of the paper will introduce the meaning of organizational downsizing. A background of organizational downsizing will be given and some of the common perceptions of what it entails. The thesis statement will be introduced as the last sentence of the paragraph which tells the reader what the article will be all about. In this case the article is going to cover the strategies used to achieve organizational downsizing and what is hoped to be achieved by it.

Body

The body will contain several paragraphs. In the first paragraphs, the common strategies usually undertaken by most organizations will be discussed. The strategies will be grouped according to types. The first type of strategies to be discussed is the work force reduction, the second is work redesign and the third type of strategies that will be discussed is the systemic strategy (Cameron, 1994). For all strategies, there is a manner in which they take place which involves, identifying the aspects to focus on, what is to be eliminated through these strategies, the disadvantages and advantages of each strategy (S.Cameron, Freeman, & Mishra, 1993).

Giving such information about each strategy is important as it ensures that the organization knows what to expect with whichever strategy chosen. The workforce strategies deal with the people, work redesign focuses on the divisions and work units while in systemic

strategies downsizing is seen as an on-going process where there is no specific target. strategies in the same category have similar advantages and disadvantages thus what mostly entails on picking a strategy is what is to be focused on i.e. whether it's the people or the divisions or whether downsizing is a culture in the given organization.

After discussing the strategies that can be used for successful organizational downsizing the rest of the body paragraphs will be used to give the effects and the importance of organizational downsizing. The main effect is efficiency (Freeman & Cameron, 1993) which will be discussed in length to see how it is achieved. The effects will cover both the positive and negative side of organizational downsizing. Some examples of positive effects of organizational downsizing to be discussed include high productivity levels which are achieved after eliminating deterrents and lower costs as the maintenance costs will be greatly reduced. Examples of negative effects that will be discussed in the article include, survivor's guilt (Sayed, 2013) where the remaining employees feel guilty of remaining after their colleagues have been laid off and the increased work that some employees may experience. If the company had two accountants and one was laid off, all the work would then be done by one person thus increased work load.

<p align="center">Conclusion</p>

The last part is the conclusion which is the summary of the whole paper. The first sentence is similar will be similar to the thesis statement. The conclusion will summarize the types of strategies and the strategies that have been suggested in the paper. It will also be a summary of the effects of organizational downsizing and why it is important.

References

Cameron, K. S. (1994). Strategies for Successful Organizational Downsizing. *Human Resource Management*, 189-211.

Freeman, S. J., & Cameron, K. S. (1993). Organizational Downsizing: A Convergence and Reorientation Framework. *Organization Science*, 10-29.

S.Cameron, K., Freeman, S. J., & Mishra, A. K. (1993). Downsizing and Redesigning Organizations. In G. P. Hubler, & W. H. Glick (Eds.), *Organizational Change and Redesign: Ideas and Isights For Improving performance* (pp. 19-63). New York: Oxford University Press.

Sayed, Z. (2013, December). *The Impact of Downsizing on the Remaining Employees.* Retrieved from Core: https://www.google.com/url?sa=t&source=web&rct=j&url=https://core.ac.uk/download/pdf/58915568.pdf&ved=2ahUKEwi1iK3DtdDuAhUERhUIHZp6BusQFjAVegQIBhAB&usg=AOvVaw1sAQRYwBgcL7Y9qTrarTEs&cshid=1612450392224