

THE DISPOSABLE AMERICAN

LAYOFFS AND THEIR CONSEQUENCES

LOUIS UCHITELLE

WITH A NEW AFTERWORD

"Uchitelle effectively wrecks the claim that all this downsizing makes the country more productive, more competitive, more flexible. . . . A strong case that the whole middle class is at risk." — *The New York Times*

The Disposable American Layoffs And Their Consequences

Christopher Newfield



The Disposable American Layoffs And Their Consequences:

The Disposable American Louis Uchitelle, 2007-04-10 A timely eye opening account from an award winning reporter that reveals how layoffs in America are counterproductive and what companies can do to avoid them and help create jobs benefiting workers corporations and the nation as a whole Effectively wrecks the claim that all this downsizing makes the country more productive more competitive more flexible A strong case that the whole middle class is at risk The New York Times Layoffs have become a fact of life in today s economy initiated in the mid 1970s they are now widely expected and even accepted It doesn t have to be that way In *The Disposable American* Louis Uchitelle offers an eye opening account of layoffs in America how they started their questionable necessity and their devastating psychological impact on individuals at all income levels Through portraits of both executives and workers at companies such as Stanley Works United Airlines and Citigroup Uchitelle shows how layoffs are in fact counterproductive rarely promoting efficiency or profitability in the long term Recognizing that a global competitive economy makes tightening necessary Uchitelle offers specific recommendations for government policies that would encourage companies to avoid layoffs and help create jobs

The ^AOxford Handbook of Personnel Assessment and Selection Neal Schmitt, 2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field

The Myth of Individualism Peter L. Callero, 2013-02-28 New edition forthcoming in time for fall 2017 The Myth of Individualism offers a concise introduction to sociology and sociological thinking Drawing upon personal stories historical events and sociological research Callero shows how powerful social forces shape individual lives in subtle but compelling ways

The Changing Landscape of Work and Family in the American Middle Class Elizabeth Rudd, Lara Descartes, 2008-03-14 This collection explores the dynamics of the modern middle class American family and its near constant state of transition The editors introduce the book by situating it within the context of work family and ethnographic research on middle class families in the United States Emerging and established scholars contributed chapters based on their original field research following each chapter with a personal reflection on doing field work The volume concludes with an original essay by Kathryn Dudley an anthropologist who has spent decades studying the intersections of work family and class in American culture As a whole the volume highlights how culture shapes family life amid shifting social and economic landscapes The authors working in the fields of anthropology and sociology observed daily life at workplaces and in homes interviewing people about their work their children and their ideas about what makes a good family They report on their fieldwork in essays rich with the detail of everyday life revealing the fascinating diversity of American middle class families through chapters about gay co father families African American stay at home mothers first time fathers rural refugees from corporate America well off white mothers Taiwanese immigrant

churches the fetal ultrasound and more The Changing Landscape of Work and Family in the American Middle Class is an excellent text for classes in anthropology sociology American culture family studies work and family and gender studies

Men, Wage Work and Family Paula McDonald, Emma Jeanes, 2012 In the last two decades there has been a plethora of research on a range of subjects collectively and rhetorically known as work life balance The bulk of this research which spans disciplines including feminist sociology industrial relations and management has focused on the significant concerns of employed women and or dual career couples Less attention has been devoted to scholarship which explicitly examines men and masculinities in this context Meanwhile public and organizational discourse is largely espoused in gender neutral terms often neglecting salient gendered issues which differentially impact the ability of women and men to successfully integrate their work and non work lives This edited book brings together empirical studies of the work life nexus with a specific focus on men s working time arrangements how men navigate and traverse paid work and family commitments and the impact of public and organizational policies on men s participation in work leisure and other life domains The book is innovative in that it presents both macro institutional how policy affects practice and micro individual from men s own perspectives level studies allowing for a rich and contrasting exploration of how men s participation in paid work and other domains is divided conflicted or integrated The essays in this volume address issues of fundamental social labor market and economic change which have occurred over the last 20 years and which have profoundly affected the way work care leisure and community have evolved in different contexts Taking an international focus Men Wage Work and Family contrasts various public and organizational policies and how these policies impact men s opportunities and participation in paid work and non work domains in industrialised countries in Europe North America and Australia

Unmaking the Public University Christopher Newfield, 2011-04-30 Unmaking the Public University is the story of how conservatives have maligned and restructured public universities in a campaign to end public education s democratizing influence on American society

Supercapitalism Robert B. Reich, 2007-09-04 From one of America s foremost economic and political thinkers comes a vital analysis of our new hypercompetitive and turbo charged global economy and the effect it is having on American democracy With his customary wit and insight Reich shows how widening inequality of income and wealth heightened job insecurity and corporate corruption are merely the logical results of a system in which politicians are more beholden to the influence of business lobbyists than to the voters who elected them Powerful and thought provoking Supercapitalism argues that a clear separation of politics and capitalism will foster an environment in which both business and government thrive by putting capitalism in the service of democracy and not the other way around

The Business Shrink - The Disgruntled Employee Peter Morris, Peter Laufer, 2008-07-01 Do your employees plan exit strategies around the water cooler Are your office hallways filled with nasty gossip Is your productivity shrinking and your profits dissolving As a manager every day you re faced with disgruntled employees Now Peter Morris host of the popular radio show The Business Shrink draws on his long experience to help you fix

these problems Gleaning tips from experts such as CNN commentator Lou Dobbs and job search guru Martin Yate Morris shows you how to Give workers strong positive feedback Break the endless chain of blaming and backstabbing Abolish poor employee performance and boost productivity Nip cases of harassment and bullying in the bud Using sample scenarios workplace quizzes and actual examples from Morris s show you ll learn how to create a harmonious workplace and how to turn disgruntled workers into productive committed employees

Sociology of Work Vicki Smith,2013-05-16 The simple act of going to work every day is an integral part of all societies across the globe It is an ingrained social contract we all work to survive But it goes beyond physical survival Psychologists have equated losing a job with the trauma of divorce or a family death and enormous issues arise from financial panic to sinking self esteem Through work we build our self identity our lifestyle and our aspirations How did it come about that work dominates so many parts of our lives and our psyche This multi disciplinary encyclopedia covers curricular subjects that seek to address that question ranging from business and management to anthropology sociology social history psychology politics economics and health Features Benefits International and comparative coverage 335 signed entries A to Z fill 2 volumes in print and electronic formats Cross References and Suggestions for Further Readings guide readers to additional resources A Chronology provides students with historical perspective of the sociology of work In the electronic version the comprehensive Index combines with the Cross References and thematic Reader s Guide themes to provide robust search and browse capabilities

Loss, Grief, and Trauma in the Workplace Neil Thompson,Dale Lund,2017-07-12 The workplace is not immune to the problems pressures and challenges presented by experiences of loss and trauma and the grief reactions they produce This clearly written well crafted book offers important insights and understanding to help us appreciate the difficulties involved and prepare ourselves for dealing with such demanding situations when they arise People s experiences of loss and trauma are of course not left at the factory gate or the office door Nor are loss and traumatic events absent from the workplace itself Loss grief and trauma are very much a part of life and that includes working life Executives managers human resource professionals and employee assistance staff need to have at least a basic understanding of how loss grief and trauma affect people in the workplace This book provides that foundation of understanding and offers guidance on how to find out more about these vitally important workplace issues The text provides a valuable blend of theory and practice that will be of interest to those involved in management human resources and organizational studies as well as those interested in the social scientific study of loss grief and trauma and of course to those involved in the helping professions It is essential reading for anyone concerned with making the workplace a more humane and effective environment or anyone wishing to develop an understanding of the complexities of loss grief and trauma in our lives

As Goes Bethlehem Jill A. Schennum,2023-08-15 The steel industry played a central role in building post World War II economic success in the US and in defining the parameters of the post World War II social contract As these long term processes both preceded and contributed to the Great Recession a new

capitalism one in which banks and the credit system took precedence over industrial production changed the lives of many American workers including steelworkers As Goes Bethlehem raises important questions about why workers and their unions were not able to successfully contest this attack on industrial labor instead settling for best navigating a long downward trajectory Through the experiences and reflections of steelworkers Jill A Schennum demonstrates the significance of work and particularly of industrial work in giving meaning to people s lives identities and sense of worth She uses workers narratives and voices to show the importance of work space time and social relations rejecting dominant interpretations of blue collar workers as alienated from their work but well paid and co opted by a middle class standard of living Schennum covers thirty five years of investment and disinvestment managerial initiatives transfer decisions layoffs and downsizings external transfers the eventual bankruptcy of the Bethlehem Steel Corporation and movement into retirement unemployment and new postindustrial jobs The very solidarities rights of citizenship and rule of law forged in the mill and built on by the union were constructed in part through exclusions based on race ethnicity gender and region These lines of fracture were mobilized to undermine working class strength in the postindustrial period Through the experiences of African American Puerto Rican coal country and women workers in the steel mills this book explores these issues of fracture and solidarity

Trust in a Complex World Charles C. Heckscher,2015 This book explores how trust and community are affected by the rapid increase in the scope of communication Uncertainty of relations generates many destructive reactions yet it also creates the possibility of a community wider and more diverse than ever before The book puts these contrasting scenarios in a historical and theoretical context *Monthly Labor Review* United States. Bureau of Labor Statistics,2007 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

Anthropologies of Unemployment Jong Bum Kwon,Carrie M. Lane,2016-09-09 Anthropologies of Unemployment offers accessible theoretically innovative and ethnographically rich examinations of unemployment in rural and urban regions across North and South America Europe Africa and Asia The diversity of case studies demonstrates that unemployment is a pressing global phenomenon that sheds light on the uneven consequences of free market ideologies and policies Economic social and cultural marginalization is common in the lives of the unemployed but their experience and interpretation are shaped by local and national cultural particularities In exploring those differences the contributors to this volume employ recent theoretical innovations and engage with some of the more salient topics in contemporary anthropology such as globalization migration youth cultures bureaucracy class gender and race Taken together the chapters reveal that there is something new about unemployment today It is not a temporary occurrence but a chronic condition In adjusting to persistent longstanding unemployment people and groups create new understandings of unemployment as well as of work and employment they improvise new forms of sociality morality and personhood Ethnographic studies such as those found in Anthropologies of Unemployment are crucial if we are to understand the broader forms meanings and significance of

pervasive economic insecurity and discover the emergence of new social and cultural possibilities

Globalization and Precarious Forms of Production and Employment Carole Thornley, Steve Jefferys, Beatrice Appay, 2010-01-01 This book makes a unique and invaluable contribution to our understanding of the changing nature of employment and its consequences for industrialized societies It combines industry case studies company case studies and specific country case studies to paint a multi dimensional picture of the spread of precarious employment and the responses by trade unions and other worker mobilizations In addition the astute theoretical chapters demonstrate how the trend toward precarization is reshaping power relationships in ways that have significant implications for individual security and wellbeing collective agency and empowerment societal equality and stability and the vitality of democracy itself Together these essays provide an exceptionally rich picture and insightful analysis of these important trends in contemporary industrialized societies *It's a Setup* Timothy Black, Sky Keyes, 2021 The expectation for fathers to be more involved with parenting their children and pitching in at home are higher than ever yet broad social political and economic changes have made it more difficult for low income men to be fathers In *It's a Setup* Timothy Black and Sky Keyes ground a moving and intimate narrative in the political and economic circumstances that shape the lives of low income fathers Based on 138 life history interviews they expose the contradiction that while the norms and expectations of father involvement have changed rapidly within a generation labor force and state support for fathering on the margins has deteriorated Tracking these life histories they move us through the lived experiences of job precarity welfare cuts punitive child support courts public housing neglect and the criminalization of poverty to demonstrate that without transformative systemic change individual determination is not enough Fathers on the social and economic margins are setup to fail

Employment Policies and Multilevel Governance Roger Blanpain, Brian Langille, 2009-04-29 In Europe work has long been a symbol of full citizenship and today work is a fundamental goal of European social policy However although every person has the right to work it is becoming clearer all the time that unemployment is not due merely to a lack of encouragement to exercise this right but at least in part to some deeper defects in the implementation of effective employment policies As a contribution to defining the nature of these problems this important collection of essays targets the phenomena of multilevel governance both vertical European national regional local and horizontal administrative institutions trade unions business representatives NGOs showing with detailed analysis and data how coordination or conflict between the various levels advances or fails to advance the goals of employment policy Regarding the EU five EU Member States are examined plus for comparative analysis the parallel Canadian federal model with the authors addressing such concrete issues as the impact of globalisation and Europeanisation on employment policies distribution of tasks in the Open Method of Coordination OMC involvement of private and economic agents the increasing significance of international political agents flexicurity as an employment strategy the difficulty of integrating the excluded coordination with education and fiscal policies social inclusion from the point of view of international human rights and

gender mainstreaming as a weakening of the EU guarantee of gender equality The essays originated in a research meeting held at the Instituto Internacional de Sociología Jurídica at Ovato Spain in June of 2007 Some of the contributors all employment law experts discuss problematic aspects of the European Employment Strategy EES and its influence on the decentralization of employment policies and related elements of social protection Other authors concentrate on built in multilevel problems resulting from existing constitutional and administrative structures while a third group focuses on substantive approaches to employment policies within individual member states The Bulletin contains updated versions of all papers In this book the degree of administrative legal political and cultural intricacy involved in a serious engagement with multilevel governance of employment on the European model is put on full view As a deeply informed analysis of how the idea of multilevel governance has played out within the political and administrative reality of Member States the book will prove of enormous value to labour and employment law professionals anywhere as the problems identified here have a global reach

The Structure of Social Stratification in the United States, The, CourseSmart eTextbook Leonard Beeghley, 2015-10-05 This book distills out of the rich vein of sociological research some of what is known about the structure of stratification in the United States It emphasizes the importance of power for understanding the structure of stratification

For the Family? Sarah Damaske, 2011-08-01 In the contentious debate about women and work conventional wisdom holds that middle class women can decide if they work while working class women need to work Yet even after the recent economic crisis middle class women are more likely to work than working class women Sarah Damaske deflates the myth that financial needs dictate if women work revealing that financial resources make it easier for women to remain at work and not easier to leave it Departing from mainstream research Damaske finds three main employment patterns steady pulled back and interrupted She discovers that middle class women are more likely to remain steadily at work and working class women more likely to experience multiple bouts of unemployment She argues that the public debate is wrongly centered on need because women respond to pressure to be selfless mothers and emphasize family need as the reason for their work choices Whether the decision is to stay home or go to work women from all classes say work decisions are made for their families In *For the Family* Sarah Damaske at last provides a far more nuanced and richer picture of women work and class than the one commonly drawn

Protecting the U.S. Population's Health Against Potential Economic Recessions and High Unemployment and the Endemic Inflation of Health Care Costs Fritz Dufour, 2019-12-15 This book has three main parts 1 the challenges of the U S health care system 2 the impacts of economic recessions and high unemployment on the U S population's health and 3 recommendations or a look into what might improve the health care system Part I through a dissection of the challenges faced by the U S health care system exposes the particularities and the vulnerabilities of the system It shows the role played by businesses and employment in the U S population's health and describes major challenges of the health care system such as astronomical health care costs the average family health spending which is exceedingly

high wasteful spending death due to inaccessibility to health care and the hardships that medical costs created for more than half of Americans Part II is an analysis as to why do economic recessions have health implications That analysis is done by considering the health implications of economic recessions both at the micro and macroeconomic levels and by considering the societal costs of uninsurance or inaccessibility to health care due to economic recessions and high unemployment Part III primarily focuses on what can make the system better that is more efficient and more cost effective Ironically as Part III argues there are a myriad of feasible recommendations that are waiting to be fully explored agreed upon adopted and implemented nationwide Design labor and fiscal policies aimed at preventing economic recessions and high unemployment o Blend labor and fiscal policies into structural reforms Create job security and take other steps that guarantee health care security during financial hardship Improve health outcomes through nationwide permanent supportive housing to combat chronic homelessness during economic recessions and high unemployment Prioritize the use of more cost effective medical technologies o Promote telemedicine to reduce costs and improve accessibility to health care Eliminate health disparities thanks to the democratization of health care Promote health literacy and the valorization of communities Design policies or procedures that 1 promote health care costs reduction and efficiency through affordable insurance coverage and 2 eliminate Wasteful spending o Extend drug coverage and implement cost effective pricing policies o Extend coverage of more medical procedures and implement cost effective policies On the other hand Part III also sells the idea of a thorough and bold revolution in our health care system which would make health care a right of citizenship It does so by analyzing the political social ethical and economic aspects of the issue Furthermore it argues that the relationship between universal health care and economics justifies the notion of health care as a right of citizenship

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