Industrial Relations Research Unit
Warwick Business School
University of Warwick

Seminar Series

Wednesday 16th March 2016

2.00pm, 1.010, Warwick Business School

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'Employee downsizing across institutionally different national business systems: A Qualitative Comparative Analysis (QCA)'

Abstract

Embedded in the literature on financialization and institutional approaches, this study is an examination of the causal factors of employee downsizing in two institutionally dissimilar settings, France and the UK, using the fuzzy sets variant of Qualitative Comparative Analysis. The findings show that the roughly equivalent use of large-scale lay-offs in the two countries is coupled with strikingly different causal factors. Our argument suggests the importance of complex causation whereby employee downsizing reflects the growing influence of financial considerations in the governance of companies, but its diffusion across countries is shaped by different configurations of institutional arrangements.

Keywords:
- complex causation;
- employee downsizing;
- financialization;
- fuzzy sets QCA;
- institutional investors;
- institutions;
- leverage;
- ownership structures

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