ACCOUNTING FIRM LAYOFFS

The Quiet Crunch: Navigating the Unexpected Wave of Accounting Firm Layoffs

The pristine image of the accounting profession, often associated with stability and steady growth, is currently facing an unprecedented challenge. Layoffs, once a rarity in this sector, are becoming increasingly prevalent, forcing both firms and employees to grapple with unforeseen consequences. This isn't a simple story of economic downturn; it's a complex narrative involving technological disruption, evolving client needs, and a shifting landscape of accounting practices. This in-depth analysis will explore the causes, consequences, and surprising potential benefits of this wave of accounting firm layoffs, offering insights for firms, professionals, and anyone impacted by this changing industry.

I. Understanding the Surge in Accounting Firm Layoffs:

Several intertwined factors are contributing to the rise in layoffs within the accounting profession. These include:

Automation and AI: The rise of sophisticated accounting software and AI-powered tools is automating many routine tasks previously handled by junior and mid-level accountants. This efficiency, while beneficial for firms, has resulted in a reduction in the need for manual labor.

Economic Slowdown: A cooling global economy impacts client spending and projects, leading firms to cut costs, often through staff reductions. The ripple effects of inflation and decreased investment also play a significant role.

Mergers and Acquisitions: The consolidation trend in the accounting industry sees larger firms acquiring smaller ones. These mergers often lead to redundancies and subsequent layoffs as overlapping roles are eliminated.

Shifting Client Needs: Clients are increasingly demanding more specialized services, such as data analytics, cybersecurity, and consulting. This necessitates firms to reallocate resources, potentially resulting in layoffs in areas with decreased demand.

Remote Work Transition Challenges: While remote work offers flexibility, it also presents unique management challenges for accounting firms. Some firms have found that transitioning entirely to remote work or managing hybrid teams has been less efficient than initially anticipated, leading to restructuring and potential layoffs.

II. Potential Benefits (Surprising, but True):

While layoffs are undeniably painful, certain unexpected benefits can emerge from a strategic restructuring:

Increased Efficiency and Profitability: By streamlining operations and eliminating redundant roles, firms can achieve greater efficiency and improved profitability. This can lead to better investment in remaining employees and technological advancements.

Enhanced Employee Skillsets: Layoffs can create opportunities for remaining employees to upskill and take on more challenging responsibilities. This can lead to professional growth and increased job satisfaction.

Attracting Top Talent: Firms undergoing restructuring may be more attractive to top talent looking for a dynamic and forward-thinking environment. This can revitalize the firm's workforce and competitiveness.

Technological Advancement: The need for efficiency after layoffs often compels firms to invest more heavily in automation and technology, further streamlining workflows and improving productivity.

III. Case Studies and Real-World Examples:

Deloitte's Restructuring (Hypothetical Example): Let's imagine Deloitte, facing pressure from increased automation, decides to restructure its auditing division. They invest heavily in AI-powered audit tools, resulting in layoffs of junior auditors. However, senior auditors are upskilled in data analytics and AI interpretation, creating a more specialized and efficient team. This leads to improved audit turnaround times and increased profitability.

KPMG's Focus on Cybersecurity (Hypothetical Example): KPMG, recognizing the growing need for cybersecurity expertise, might restructure by reducing staff in traditional tax services while significantly expanding its cybersecurity consulting team. This strategic shift, while potentially involving layoffs in one area, fosters growth in a high-demand field.

[Insert Chart Here: A hypothetical chart showing the percentage change in employment across various accounting specializations over the past 5 years, illustrating shifts in demand and potential job displacement.]

The Impact on Employees:

The human cost of accounting firm layoffs is significant. Employees face job insecurity, financial hardship, and emotional distress. Support systems, such as outplacement services, severance packages, and career counseling, are crucial in mitigating these effects. Many laid-off accountants find new opportunities within the industry, often leveraging their skills in related fields or entrepreneurial ventures.

The Role of Government and Professional Organizations:

Government initiatives and professional organizations like the AICPA (American Institute of Certified Public Accountants) play a vital role in supporting affected individuals and adapting the industry to technological advancements. This includes providing retraining programs, advocating for supportive policies, and promoting industry-wide standards to ensure ethical and responsible practices during restructuring periods.

Future Trends and Predictions:

The accounting profession is undergoing a period of significant transformation. Future trends suggest a continued emphasis on technology, data analytics, and specialized consulting services. Firms that adapt quickly to these changes and invest in upskilling their workforce will likely thrive, while those that fail to adapt may face further challenges.

IV. Conclusion:

The wave of accounting firm layoffs is a complex issue with both negative and, surprisingly, some positive consequences. While the human cost is undeniable, strategic restructuring can lead to greater efficiency, profitability, and ultimately, a more resilient and adaptable industry. The key for firms lies in proactive planning, investment in employee development, and a commitment to ethical and responsible practices during times of change. For employees, adaptability, upskilling, and a proactive approach to career management are essential for navigating this evolving landscape.

V. Advanced FAQs:

1. How can I prepare myself for potential layoffs in the accounting field? Focus on developing specialized skills in areas like data analytics, cybersecurity, or cloud computing. Network actively within the industry and build strong relationships. Continuously update your resume and LinkedIn profile.

1. What types of accounting roles are most vulnerable to automation? Routine, manual tasks, such as data entry and basic bookkeeping, are most susceptible to automation.

1. Are there government resources available to help laid-off accountants? Check with your local and national employment agencies for retraining programs, job search assistance, and unemployment benefits.

1. How can accounting firms mitigate the negative impact of layoffs on their remaining employees? Provide clear communication, offer support and resources, and invest in employee training and development to help them adapt to new responsibilities.

1. What are the ethical considerations for accounting firms during restructuring and layoffs? Treat employees with respect and dignity, offer fair severance packages, provide adequate support, and ensure transparency in communication throughout the process.

accounting firm layoffs: Unemployment Insurance and Employer Layoffs Paul L. Burgess, Stuart Low, 1993

accounting firm layoffs: Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2008

accounting firm layoffs: CPA Firm Mergers and Acquisitions Joel L. Sinkin, Terrence E. Putney, 2016-11-07 Chances are you’re looking to buy, sell, or merge your CPA firm. Owners at firms of all sizes are seeking solutions to fund retirements or grow their practices. And, CPA firm M&A activity is only going to increase in the coming years—new deals are announced almost daily. Fortunately, there are steps you can take right now to position you and your firm for success. Written with both buyers and sellers in mind, this comprehensive resource aims to ensure that both parties to a transaction achieve their goals. Authors and transition experts Joel Sinkin and Terrence Putney demonstrate that it is possible to arrive at a reasonable deal where retiring partners are paid a satisfying price for the practice they’ve built, remaining partners make more than they did before, and new owners take on a practice that is poised for continuing success and potential growth. Sinkin and Putney share their best advice on how to: Determine your firm’s value, Get to know your potential partner in a deal, Select a successor your clients will love, Structure alternative deals, Avoid roadblocks, Prepare a practice continuation agreement, Perform due diligence, Execute a win-win deal, and Time and plan for your transition. Each chapter concludes with an Action Agenda to help spur your planning. Plus, it includes a collection of practical tools to assist you through the process of buying, selling, or merging, including practice summary tools, an annual succession planning checklist, sample practice continuation agreement, sample client announcements, due diligence tools, and sample transition letters.

accounting firm layoffs: Computerworld , 1991-03-11 For more than 40 years, Computerworld has been the leading source of technology news and information for IT influencers worldwide. Computerworld's award-winning Web site (Computerworld.com), twice-monthly publication, focused conference series and custom research form the hub of the world's largest global IT media network.

accounting firm layoffs: Corporate Social Responsibility, Corporate Restructuring and Firm's Performance Liangrong Zu, 2008-10-01 In today’s globalized and competitive business environment, companies increasingly look to restructuring, mergers & acquisitions and downsizing to survive, grow and maximize profits. However, when they are not managed in a socially responsible manner, restructurings may exert the negative impact on employees, shareholders, communities, and society as a whole. The book empirically explores the phenomena of corporate social responsibility (CSR), restructuring, and relationships with firms’ performance in China. It gives an insight into how Chinese firms respond to expectations of stakeholders by making social goals a part of their overall business operations. It also gives a fresh view of the new concept of socially responsible restructuring. For those seeking to promote socially responsible practices in restructuring, the book provides a unique and stimulating analysis and touchstone.

accounting firm layoffs: Managerial Accounting Jerry J. Weygandt, Paul D. Kimmel, Donald E. Kieso, Ibrahim M. Aly, 2018-05-28 Managerial Accounting teaches students the fundamental concepts of managerial accounting in a concise and easy to comprehend fashion. Stimulating review materials at the end of each section helps students develop their decision-making skills. Students are provided the tools and guidance to take more initiative in their learning, making them more engaged, more prepared, and more confident.

accounting firm layoffs: *The Decision to Trust* Robert F. Hurley, 2011-09-13 A proven model to create high-performing, high-trust organizations Globally, there has been a decline in trust over the past few decades, and only a third of Americans believe they can trust the government, big business, and large institutions. In The Decision to Trust, Robert Hurley explains how this new culture of cynicism and distrust creates many problems, and why it is almost impossible to manage an organization well if its people do not trust one another. High-performing, world-class companies are almost always high-trust environments. Without this elusive, important ingredient, companies cannot attract or retain top talent. In this book, Hurley reveals a new model to measure and repair trust with colleagues managers and employees. Outlines a proven Decision to Trust Model (DTM) of ten factors that establish whether or not one party will trust the other Filled with original examples from Daimler, PriceWaterhouse Coopers, Goldman Sachs, Microsoft, QuikTrip, General Electric, Procter and Gamble, AzKoNobel, Johnson and Johnson, Whole Foods, and Zappos Reveals how leaders in Asia, Europe, and North America have used the DTM to build high-trust organizations Covering trust building in teams, across functions, within organizations and across national cultures, The Decision to Trust shows how any organization can improve trust and the bottom line.

accounting firm layoffs: *Accounting Principles* Jerry J. Weygandt, Paul D. Kimmel, Donald E. Kieso, 2010-12-20 Weygandt's Accounting Principles introduces challenging accounting concepts with examples that are familiar to accountants. The new edition has been updated with the latest IFRS/IASB standards. Additional coverage is included on foreign currency translation and LCM. More discussions focus on risk management as a result of the financial crisis. The examples also emphasize current examples in order to help accountants make the connection to their everyday lives.

accounting firm layoffs: *Labor Relations Reporter* , 1992 Each binder has a distinctive title: 1. Analysis/news and background information; 2. Labor management relations; decisions of boards and courts; 3. Labor arbitration and dispute settlements; 4-4A. State laws; 5. Wage & hour; 6-6A. Wage and hour manual; 7. Fair employment practice; 8-8A. Fair employment practice manual; 9. Individual employment rights; 9A. Individual employment rights manual; 10. Americans with disabilities cases;

* and **. Labor relations expediter; [v. 12, pt. 1-2]. Master index.

accounting firm layoffs: Accounting Paul D. Kimmel, Jerry J. Weygandt, Donald E. Kieso, 2010-12-01 With this fourth edition, accountants will acquire a practical set of tools and the confidence they need to use them effectively in making business decisions. It better reflects a more conceptual and decision-making approach to the material. The authors follow a macro- to micro-strategy by starting with a discussion of real financial statements first, rather than starting with the Accounting Cycle. The objective is to establish how a financial statement communicates the financing, investing, and operating activities of a business to users of accounting information. This motivates accountants by grounding the discussion in the real world, showing them the relevance of the topics covered to their careers.

accounting firm layoffs: Restructuring the Professional Organization David Brock, C. R. Hinings, Michael Powell, 2012-09-10 In recent years the professions have undergone radical transformation. With the advent of rapidly changing markets, more sophisticated and demanding clients, deregulation and increased competition, the generalist professional partnerships have given way to larger, more corporate forms of organization, comprising increasingly autonomous specialist business units. This volume critically examines these changes through an examination of the archetypes which characterize accounting, health care and law practitioners. With examples drawn from Australia, Canada, the UK and the USA, Restructuring the Professional Organization will be of interest to all students of organization studies seeking to understand the issues and problems confronting the professions as they move to the new millennium. Topics covered include: * a review of the models of professional organization *drivers of change in professional organizations * internal dynamics of changes in these organizations * new organizational forms and archetypes.

accounting firm layoffs: *Advances in Management Accounting* John Y. Lee, Marc J. Epstein, 2000 This publication offers well-developed articles on a variety of topics in management accounting that are relevant to both practitioners and academicians. As a respected professional journal, AIMA is well poised to meet their information needs. Featured in recent volumes are articles on the practice and research of management accounting in the 21st century, the creation of customer value and outside-in cost, the drivers of customer and corporate profitability, product costing for manufacturing and service industries, performance measurement, capital budgeting, brand valuation, target costing, kaizen costing, and executive compensation issues. Accountants at all levels who work in corporations and not-for-profit organizations would be interested in the AIMA articles.

accounting firm layoffs: Auditing Raymond N. Johnson, Laura Davis Wiley, Robyn Moroney, Fiona Campbell, Jane Hamilton, 2019-04-16 The explosion of data analytics in the auditing profession demands a different kind of auditor. Auditing: A Practical Approach with Data Analytics prepares students for the rapidly changing demands of the auditing profession by meeting the data-driven requirements of today's workforce. Because no two audits are alike, this course uses a practical, case-based approach to help students develop professional judgement, think critically about the auditing process, and develop the decision-making skills necessary to perform a real-world audit. To further prepare students for the profession, this course integrates seamless exam review for successful completion of the CPA Exam.

accounting firm layoffs: The Accountant , 1991

accounting firm layoffs: Communicating Organizational Change Donald P. Cushman, Sarah Sanderson King, 1995-07-01 This book is a practical and theoretical discussion of how to effectively communicate organizational change to management, employees, stockholders, and customers.

accounting firm layoffs: *Advances in Accounting Behavioral Research* Khondkar E. Karim, 2017-09-25 Advances in Accounting Behavioral Research addresses a wide range of issues that affect the users, preparers, and assurers of accounting information. Volume 20 exemplifies this focus by including research on emerging theory, methods, and applications towards behavioral research in accounting and audit.

accounting firm layoffs: Why Wages Don't Fall during a Recession Truman F. BEWLEY, Truman F Bewley, 2009-06-30 A deep question in economics is why wages and salaries don't fall during recessions. This is not true of other prices, which adjust relatively quickly to reflect changes in demand and supply. Although economists have posited many theories to account for wage rigidity, none is satisfactory. Eschewing top-down theorizing, Truman Bewley explored the puzzle by interviewing--during the recession of the early 1990s--over three hundred business executives and labor leaders as well as professional recruiters and advisors to the unemployed. By taking this approach, gaining the confidence of his interlocutors and asking them detailed questions in a nonstructured way, he was able to uncover empirically the circumstances that give rise to wage rigidity. He found that the executives were averse to cutting wages of either current employees or new hires, even during the economic downturn when demand for their products fell sharply. They believed that cutting wages would hurt morale, which they felt was critical in gaining the cooperation of their employees and in convincing them to internalize the managers' objectives for the company. Bewley's findings contradict most theories of wage rigidity and provide fascinating insights into the problems businesses face that prevent labor markets from clearing. Table of Contents: Acknowledgments 1. Introduction 2. Methods 3. Time and Location 4. Morale 5. Company Risk Aversion 6. Internal Pay Structure 7. External Pay Structure 8. The Shirking Theory 9. The Pay of New Hires in the Primary Sector 10. Raises 11. Resistance to Pay Reduction 12. Experiences with Pay Reduction 13. Layoffs 14. Severance Benefits 15. Hiring 16. Voluntary Turnover 17. The Secondary Sector 18. The Unemployed 19. Information, Wage Rigidity, and Labor Negotiations 20. Existing Theories 21. Remarks on Theory 22. Whereto from Here? Notes References Index Reviews of this book: In Why Wages Don't Fall During A Recession, [Truman Bewley] tackles one of the oldest, and most controversial, puzzles in economics: why nominal wages rarely fall (and real wages do not fall enough) when unemployment is high. But he does so in a novel way, through interviews with over 300 businessmen, union leaders, job recruiters and unemployment counsellors in the north-eastern United States during the early 1990s recession...Mr. Bewley concludes that employers resist pay cuts largely because the savings from lower wages are usually outweighed by the cost of denting workers' morale: pay cuts hit workers' standard of living and lower their self-esteem. Falling morale raises staff turnover and reduces productivity...Mr. Bewley's theory has some interesting implications...[and] has a ring of truth to it. --The Economist Reviews of this book: This contribution to the growing literature on behavioral macroeconomics threatens to disturb the tranquil state of macroeconomic theory that has prevailed in recent years...Bewley's argument will be hard for conventional macroeconomists to ignore, partly because of the extraordinary thoroughness and honesty with which he evidently conducted his investigation, and the sheer volume of evidence he provides...Although Bewley's work will not settle the substantive debates related to wage rigidity, it is likely to have a profound influence on the way macroeconomists construct models. In particular, the concepts of morale, fairness, and money illusion are almost certain to play a big role in macroeconomic theory. His demonstration that there exist in reality simple, robust behavioral patters that cannot plausibly be founded on traditional maximizing behabior also raises the prospect of a more empirically oriented, more behavioral macroeconomics in the future. --Peter Howitt, journal of Economic Literature Reviews of this book: I think any scholar interested in labour markets and wage determination should read this well-written, lively, and highly stimulating book...[It] provides a fresh view and a lot of complementary background knowledge about how experienced people in the field see the employment relationship and what is actually crucial. Knowledge of this sort is all too rare in economics, and Truman Bewley's truly impressive study can serve as a role model for future investigations. --Simon G'chter, Journal of Institutional and Theoretical Economics To call this book a breath of fresh air is an understatement. The direct insights are fascinating, and Truman Bewley's use of them is sharp and insightful. Labor economists and macroeconomists have a lot to think about. --Robert M. Solow, Nobel Laureate, Institute Professor of Economics, Emeritus, Massachusetts Institute of Technology Truman Bewley set out to conduct a handful of interviews with business executives to gain some theoretical inspiration, and his project blossomed into over

300 interviews with business people, labor leaders and consultants. He is truly the accidental interviewer of economics. Time and again, he found that workers behave like people, not atomistic, selfish economic agents. His insights will engage and enrage economic theorists and empiricists for years to come. --Alan Krueger, Bendheim Professor of Economics and Public Affairs, Princeton University

accounting firm layoffs: Employment Service Review , 1964

accounting firm layoffs: Enron Loren Fox, 2004-01-30 I'd say you were a carnival barker, except that wouldn't be fair tocarnival barkers. A carnie will at least tell you up front that he's running a shell game. You, Mr. Lay, were running what purported to be the seventh largest corporation in America.-Senator Peter Fitzgerald (R-IL) to Enron CEO Kenneth Lay, Senate Commerce Science & Transportation's Subcommittee, Hearing on Enron, 2/12/02 The speed of Enron's rise and fall is truly astonishing and perhaps the single most important story of corporate failure in the twenty-first century. In Enron investigative journalist Loren Fox promises readers nothing short of the most compelling and insightful investigation into Enron's meteoric ascent-regarded by Wall Street and the media as the epitome of innovation-and its spectacular fall from grace. In a lively and authoritative manner, Fox discusses how the biggest corporate bankruptcy in American business history happened, why for so long no one (except for an enlightened few) saw it coming, and what its impact will be on financial markets, the U.S. economy, U.S. energy policy, and the public for years to come. With access to many company insiders, Fox's intriguing account of this corporate debacle also provides an overview of the corporate culture and business model that led to Enron's high-flying success and disastrous failure. The story of Enron is one that will reverberate in global financial and energy markets as well as in criminal and civil courts for years to come. Rife with all the elements of a classic thriller-scandal, dishonest accounting, personal greed, questionable campaign contributions, suicide-Enron captures the essence of a company that went too far too fast.

accounting firm layoffs: Unemployment Compensation , 1981

accounting firm layoffs: Unemployment Insurance Occasional Paper , 1993

accounting firm layoffs: The Rotarian , 1987-12 Established in 1911, The Rotarian is the official magazine of Rotary International and is circulated worldwide. Each issue contains feature articles, columns, and departments about, or of interest to, Rotarians. Seventeen Nobel Prize winners and 19 Pulitzer Prize winners – from Mahatma Ghandi to Kurt Vonnegut Jr. – have written for the magazine.

accounting firm layoffs: *The Gallup Poll* George Gallup, 2003 Features a compilation of polls taken by the Gallup Organization. This title offers commentary and analysis, placing topics in a readable, historical context.

accounting firm layoffs: Unaccountable Mike Brewster, 2003-10-21 Dieses Buch befasst sich mit einem topaktuellen und gleichzeitig umstrittenen Thema: die Praktiken von Wirtschaftsprüfungsgesellschaften und der Ruf nach umfassenden Reformen. Die ganze Brisanz dieses Themas wird am Beispiel des Prozesses gegen Arthur Anderson im Fall Enron nur zu deutlich, und die Situation für Wirtschaftsprüfer und ihre Klienten wird zunehmend brenzliger. Anhand von Interviews mit über 100 Hauptakteuren der Prüfungsbranche geht Autor Mike Brewster auf wichtige Gesprächsrunden und Ereignisse ein, die die Weiterentwicklung der Rolle des Wirtschaftsprüfers - weg von der reinen Prüfungspraxis und hin zu Consulting- und Researchaktivitäten bis zu Anlagetipps - deutlich belegen. Unaccountable zeichnet die faszinierende Verwandlung des Wirtschaftsprüfers nach, der einst als unabhängige Stimme im Auftrag der Aktionäre handelte und sich mittlerweile in einen Finanzberater für seine Unternehmensklientel verwandelt hat. Mike Brewster hat Kontakt zu einigen der stärksten Befürworter von Reformen sowie zu Bracheninsidern, wie z.B. Arthur Levitt, Harvey Pitt, Sandy Weill und den Vertretern der Großen 5 Wirtschaftsprüfungsunternehmen in den USA. Er stellt unbequeme Fragen und enthüllt dabei den großen Einflussbereich von Prüfern in Vorstandsetage, Wirtschaft und Politik. Denn Prüfer gehen heute lieber ihren Consultingaktivitäten nach als der Rechnungsprüfung; und die Großen 5 sind mehr damit beschäftigt, Prozesse zu führen als an der Verbesserung ihrer Prüfungen zu arbeiten. Unaccountable - Dieses Buch diskutiert die wirklich wichtigen Themen, beschreibt Möglichkeiten der Reform und erläutert die Auswirkungen, die diese auf Investoren und die Öffentlichkeit haben werden.

accounting firm layoffs: Unemployment Compensation United States. Congress. Senate. Committee on Finance, 1991

accounting firm layoffs: *Flexible Work Arrangements in CPA Firms* Barney Olmsted, 1997

accounting firm layoffs: Romania International Monetary Fund, 2004-07-27 Romania's 2004 Article IV Consultation and Request for Stand-By Arrangement (SBA) are discussed. The authorities have requested a new precautionary 24-month SBA to secure macroeconomic stabilization and keep European Union accession on track. Romania has preserved competitiveness, despite the slowdown in depreciation and recently strong domestic demand. Exports remained the strongest component of aggregate demand and Romania continued to increase market share in its main trading partners. An exchange-rate-based monetary policy has been successful in accomplishing disinflation but has faced challenges in containing credit growth.

accounting firm layoffs: Advances in Management Accounting Chris Akroyd, 2024-09-06 Volume 36 of Advances in Management Accounting features a diverse range of authors from around the world, focusing on theoretically sound and practical management accounting research which has a cutting-edge and wide-reaching appeal to both academics and practitioners.

accounting firm layoffs: Downsizing Cary L. Cooper, Alankrita Pandey, James Campbell Quick, 2012-04-19 Downsizing is one of the most frequently used business strategies for reducing costs, returning firms to profit or for restructuring businesses following takeovers, mergers and acquisitions. Downsizing measures are also set to become much more prevalent in the public sector as governments seek to restrict levels of public spending. This book is one of the first to provide a thorough study of downsizing from a global perspective. It examines the phenomenon in its entirety, exploring how it is initiated and what the process of downsizing looks like. It also looks at the effects of downsizing at a number of different levels, from the individual (e.g., motivational effects, effects on health and stress levels) to the organizational (e.g., financial outcomes, reputational and productivity outcomes). Written by an international team of experts, the book provides a comprehensive overview of downsizing that examines both the strategic and human implications of this process.

accounting firm layoffs: *Statistical Reference Index* , 1994

accounting firm layoffs: Fighting For Time Cynthia Fuchs Epstein, Arne L. Kalleberg, 2004-08-11 Though there are still just twenty-four hours in a day, society's idea of who should be doing what and when has shifted. Time, the ultimate scarce resource, has become an increasingly contested battle zone in American life, with work, family, and personal obligations pulling individuals in conflicting directions. In Fighting for Time, editors Cynthia Fuchs Epstein and Arne Kalleberg bring together a team of distinguished sociologists and management analysts to examine the social construction of time and its importance in American culture. Fighting for Time opens with an exploration of changes in time spent at work—both when people are on the job and the number of hours they spend there—and the consequences of those changes for individuals and families. Contributors Jerry Jacobs and Kathleen Gerson find that the relative constancy of the average workweek in America over the last thirty years hides the fact that blue-collar workers are putting in fewer hours while more educated white-collar workers are putting in more. Rudy Fenwick and Mark Tausig look at the effect of nonstandard schedules on workers' health and family life. They find that working unconventional hours can increase family stress, but that control over one's work schedule improves family, social, and health outcomes for workers. The book then turns to an examination of how time influences the organization and control of work. The British insurance company studied by David Collinson and Margaret Collinson is an example of a culture where employees are judged on the number of hours they work rather than on their productivity. There, managers are under intense pressure not to take legally guaranteed parental leave, and clocks are banned from the office walls so that employees will work without regard to the time. In the book's final section, the contributors examine how time can have different meanings for men and women. Cynthia Fuchs Epstein points out that professional women and stay-at-home fathers face social disapproval for spending too much time on activities that do not conform to socially prescribed gender roles—men are mocked by coworkers for taking paternity leave, while working mothers are chastised for leaving their children to the care of others. Fighting for Time challenges assumptions about the relationship between time and work, revealing that time is a fluid concept that derives its importance from cultural attitudes, social psychological processes, and the exercise of power. Its insight will be of interest to sociologists, economists, social psychologists, business leaders, and anyone interested in the work-life balance.

accounting firm layoffs: New Accountant , 1994

accounting firm layoffs: *The Wall Street Journal* , 2007

accounting firm layoffs: *6th International Finance Conference on Financial Crisis and Governance* Mondher Bellalah, 2011-08-08 Financial markets, the banking system, and the real estate, commodity and energy markets have, since 2007, been experiencing higher integration, more volatility and have undergone several shocks. More coordination is needed between G20 and market authorities. Regulators, banking supervision agencies and politicians are worried about economic growth and financial crisis. This book covers seven aspects related to financial economic issues, along with some connected topics. The first covers risk assessment, corporate governance and value creation through an appropriate risk management system. The second covers international investments, market correlation, institutional holdings and market reactions during crisis. The third part is devoted to empirical and quantitative analysis of the observed economics and finance issues. The fourth part is devoted to the role of debt in financial crisis and its impact on financial markets and the world economy. The fifth part is devoted to debt policy, free cash flows and the structure of governance. The sixth part deals with management control and the importance of communication. The last part covers Islamic finance as an alternative to conventional finance for the debt solution, the importance of the energy sector and the role of financial innovations.

accounting firm layoffs: *Individual Employment Rights Cases* , 2007

accounting firm layoffs: Layoffs and Other Turnover Flows Harry Cunningham Benham, 1978

accounting firm layoffs: The State of the Nation Derek Curtis Bok, 1998 The author shows that although Americans are better off today in most areas than they were in 1960, they have performed poorly compared with other leading industrial nations.

accounting firm layoffs: *Legal Malpractice* Ronald E. Mallen, Jeffrey M. Smith, 2008 SUBSCRIPTION CANCELLED 12/10 - NO LONGER UPDATED.

accounting firm layoffs: Business Periodicals Index , 2002

accounting firm layoffs: Small Business D. J. Storey, 2000

Additional Resources

The Best 10 Accountants near Ashburn, VA 20147 - Yelp
What are the best accountants who offer individual tax return preparation?

Home - Nova Tax & Accounting Services | Ashburn, VA
We are a leading Certified Public Accounting (CPA) firm dedicated to delivering a comprehensive range of professional services to meet all your financial needs.

Ashburn, VA Accounting Firm, Donovan Tax & Accounting, LLC
Donovan Tax & Accounting, LLC is a full service tax, accounting and business consulting firm located in Ashburn, VA.

Virginia CPA Firm | Home Page | RAVIBCPA & COMPANY, LLC.

We offer a broad range of services to help our clients. Count on us to take the worry out of your small business accounting. We help you take charge of your finances to ensure a secure ...

What Is Accounting? The Basics Of Accounting – Forbes Advisor
Jun 12, 2024 · Accounting is the process of recording, classifying and summarizing financial transactions. It provides a clear picture of the financial health of your organization and its...

Ashburn, VA Accounting Firm | Home Page | NOVA Tax Group
NOVA Tax Group is a tax & accounting firm comprised of small group of experienced professionals including CPAs and attorneys. We offer a broad range of services for individuals, ...

9 Best Ashburn, VA Accountants | Expertise.com
4 days ago · We scored Ashburn accountants on more than 25 variables across five categories, and analyzed the results to give you a hand-picked list of the best. Learn about our selection ...

Ashburn, VA Accounting Firm | Home Page | Kheire & Associates, ...
Find comfort in knowing an expert in accounting is only an email or phone-call away. (703)724-9406. We will happily offer you a free consultation to determine how we can best serve you. ...

Ashburn, VA Accounting & Bookkeeping Services | 1 ...
Bookkeeping: Build a strong financial foundation for your Ashburn enterprise with precise, reliable bookkeeping. Our service saves you time and provides clear insights to guide your business ...

Ashburn Accounting
Ashburn Accounting provides full charge bookkeeping services.

The Best 10 Accountants near Ashburn, VA 20147 - Yelp
What are the best accountants who offer individual tax return preparation?

Home - Nova Tax & Accounting Services | Ashburn, VA
We are a leading Certified Public Accounting (CPA) firm dedicated to delivering a comprehensive range of professional services to meet all your financial needs.

Ashburn, VA Accounting Firm, Donovan Tax & Accounting, L...
Donovan Tax & Accounting, LLC is a full service tax, accounting and business consulting firm located in Ashburn, VA.

Virginia CPA Firm | Home Page | RAVIBCPA & COMPANY, LLC.
We offer a broad range of services to help our clients. Count on us to take the worry out of your small business accounting. We help you take charge of your finances to ensure a secure ...

What Is Accounting? The Basics Of Accounting – Forbe...
Jun 12, 2024 · Accounting is the process of recording, classifying and summarizing financial transactions. It provides a clear picture of the financial health of your organization and its...

Accounting Firm Layoffs

Accounting Firm Layoffs

Related Articles

- accounting masters without bachelors

- accounting for personal finance
- accounts payable test questions and answers pdf

Back to Home