Employment Restructuring in Polish Companies during Economic Transition: Some Comparisons with Western Experience*

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This paper summarizes the results of a survey of downsizing practices in 90 Polish manufacturing companies. Unlike Russia, where very few employment reductions have been carried out, downsizing in Polish companies is pervasive and appears to be accelerating. The factors that drive downsizing in a transition economy like Poland are not the same as those in the west. Nonetheless, the results of this study indicate that downsizing in Poland has had mostly beneficial effects on company functioning.


Key Words: Downsizing / Poland / employment / international human resources management

* Manuscript received: 03.09.03, accepted: 25.10.04 (1 revision)
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