

Question 24 (8 marks)

TextMore is a global communications business that is facing increased competition. Management has decided to reduce the size of its factory workforce by 25% but also employ more information technology (IT) specialists.

- (a) Identify the TWO human resource processes that will be used in this situation.
- (i) ~~Human resource~~ Wage increase 1
- (ii) minimum employment standards 1
- (b) Explain how TWO human resource strategies could be used to effectively manage downsizing TextMore's factory workforce.
- (i) Human resource strategies could be used to effectively manage downsizing Text more factory workforce wage increase every years new employment contracts every two years 3
- (ii) Human resource strategies could be used to effectively manage Text more factory workforce cost of long wage increase and minimum employment standard 3