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) recruiting ................................................................. 1
(ii) downsizing .................................................................. 1

(b) Explain how TWO human resource strategies could be used to effectively manage downsizing TextMore’s factory workforce.

(i) In order for TextMore’s factory workforce to be effectively downsized, HR management must ensure that their employees are fully aware of why the business is reducing the workforce. The dismissal of employees must comply with government regulations.

(ii) When downsizing, the remaining employees may have to be re-trained and developed in order to understand the new business objective and how the business would like them to proceed.