

A
B
M
S**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) Acquisition, such as recruiting specialist 1
- (ii) Separation, reducing its workforce 25% 1
- (b) Explain how TWO human resource strategies could be used to effectively manage downsizing TextMore's factory workforce.
- (i) A human resource strategy that can be used includes using Lewin's freeze, change, unfreeze model to communicate the workforce of changes and reduce any forms of resistant, dispute or inertia. This will effectively manage downsizing ~~downsizing~~ through good forms of communication and ^{provide} possible satisfaction such as leave bonuses. 3
- (ii) By accessing a ~~pro~~ their effectiveness of work through databases and performance objectives. TextMore can point out fair reasons to why they are removed. Thus, restricting possible disputes through fair dismissals. Similarly, by ^{reviewing} ~~using~~ databases TextMore can satisfy employees ^{workforce} with additional redundancy packages. 3