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 ................................................................. 1
(ii) Separation ..................................................................... 1

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

(i) TextMore can employ good representatives to employ more IT specialists.
   This reduces costs and allows them to get people that are right for the job from another country, having more skills/qualifications than just the country which it absed.

(ii) Another strategy include investing in training and development programs for their employees to keep up with the rapidly changing technology as well as updating skills to give the firm a competitive advantage and also maintain its position with increased competition.