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) Seperation (redundancy of factory workforce **1**

    (ii) Acquisition (recruitment of IT specialists). **1**

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

    (i) Adopting a behavioural ~~my~~ leader- **3** ship style - as psychological issues with job security will arise, a behavioural management approach can aid in the process to communicate, motivate, empower and provide a more egalitarian approach during the process.

strategy (ii) A~~m~~ performance management **3** ~~evaluate~~ ~~approach~~ to evaluate factory employee performance and making redundancies based on lower performing employees or failing to meet a certain ~~pull~~ level of performance criteria.

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