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

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

   (i) Methods of Dispute resolution strategies are likely to be required in downsizing the factory workforce. As many will be opposed to the involuntary separation, the use of mediation, in-house management returning the employee to negotiation, all such procedures is likely to aid to the coherence of the separation process.

   (ii) Rewards may also be a strategy to consider to console those who are downsized effectively manage downsizing TextMore’s workforce. Rewards can be monetary, such as bonuses or cash incentives, or non-monetary, such as assistance in re-recruitment, references and job satisfaction resulting the factory workforce not re-allocating them to other areas would reduce the inability workforce retaining staff elsewhere.