

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 3
are likely to be required in downsizing the factory workforce, as many will be opposed to the involuntary separation. The use of mediation, ~~and~~ ^{democratic} ~~management~~ ^{involvement} ~~informing the employees of~~ negotiation or other such procedures is likely to aid to the effectiveness of the separation process.
- (ii) Rewards may also be a strategy to consider to console those who are downsized 3
effectively manage downsizing TextMore's workforce. Rewards can be monetary, such as bonuses or redundancies, or non-monetary, such as assistance in re-recruitment, references, and job satisfaction. Retraining the factory workforce and re-allocating them to other areas will reduce the factory workforce and retain staff elsewhere.