

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) Outsourcing 1
- (ii) Downsizing 1

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

- (i) The strategies that can be effectively manage downsizing the factory workforce by doing job cuts or making employees redundant as they cost too much at the moment and will need IT specialist to help and improve technological machinery. 3
- (ii) Train the some employees to become Information Technology Specialists that know how and what the business life is and how to work within, can also give the business a better than and could split into 2 different types of business. 3