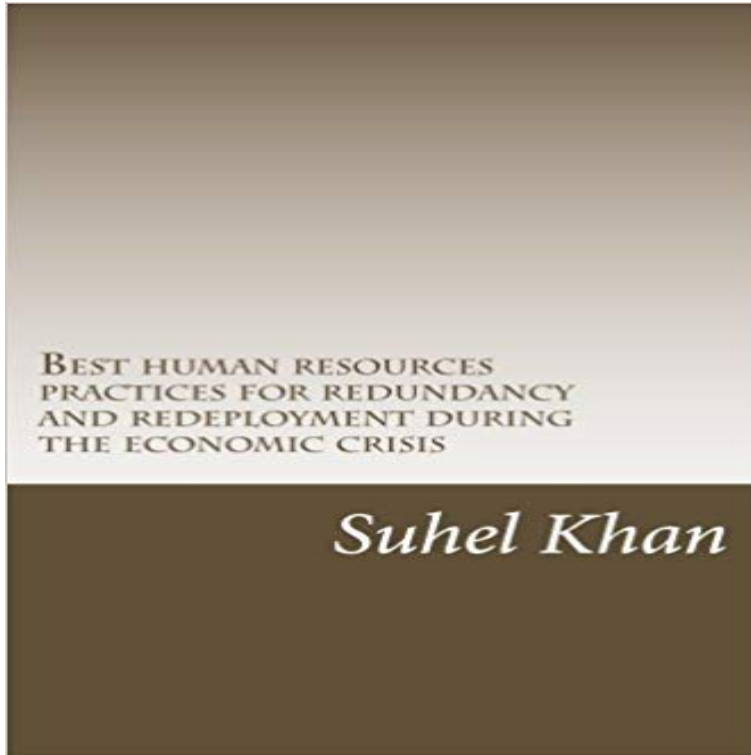


## Best human resources practices for redundancy and redeployment during the economic crisis: Human Resources Practices during Recession



As a result of the recent credit crunch in 2008, many businesses are facing a downturn specially banking sector. Most of the developed economies are under recession. UK has officially entered recession and UK economy shrank 1.5 % between October and December in 2008. Recession affected the unemployment and it will lead to the redundancies and deployment of staff in many businesses. Credit crunch impacts on the profit of many businesses and it leads them to consider making redundancies. However implementation of redundancies is a very difficult task which a Human resource manager faces. It is an emotionally charged process and it has plenty of legal issues which need to be taken care of. Businesses started the process of making people redundant or redeployed. Unemployment in UK economy is 1.923 million which is 6.1 %. In the situation of redundancy, the most important objective is to deal with the employees who are losing job sensitively and fairly. However, it is important to take care of current employees morale which is essential to get the effectiveness for the business. If redundancy cannot be handled well, it will badly affect employers business and goodwill. The objectives as a Human Resource Manager are to give the complete explanation of the current situation and explanation of policies and procedures for redundant employee. Human resource manger has to explain the need for change in current scenario along with the future prospect for the existing employee. Redundancy should be handled in fair, effective and responsible way. Human resource manager has to explain existing employees role and value in the future and positive attitude towards their work. Existing employee should get the reassurance in the employment prospect and their importance in the company. If it requires, The manager has to arrange individual discussion for the key workers

in the company. Managers need training to develop personal skills and positive attitude to handle this traumatic change.

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