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| **Influences of change on the workplace** | **Changes in the workplace** | **Factors that drive restructuring** | **Restructuring** | **Impact of restructuring** | **Change management** |
| social | Gender roles, consumer preferences, ageing population, flexible work arrangements | **Lega**l – protecting consumers and employees, goods made to a high standard, accountability of what is being manufactured and how, consumer and employee safety, changes in employee conditions, acquisition and merger conditions**Environmental-** global pressure to reduce emissions, reduces impact on the environment, producing fuel efficient products, regeneration of mined or harvested land, avoids penalties, and promotes ethical practice.**Economic-** growth, interest rates,inflation changes, tax changes, global competition (offshoring and outsourcing), levels of employment, supply and demand, increased running costs, outsourcing reduces production costs**Technologica**l- new technologies such as nanotechnology, need to keep up with new technologies to remain competitive, retraining of employees to keep up, reduction in staff due to use of technology, cost saving as a result of virtual offices, new ways to target market- twitter, Facebook, online shopping | **Relocation**- stays within same company but moved to new location**Offshoring/DE location**- activity is done outside of country’s borders- CONSIDER STANDARD OF MANUFACTURING.**Outsourcing**- activity is subcontracted to an external organisation**Bankruptcy/closure**- industrial site is closed or a company goes bankrupt**Merger/acquisition**- two companies merge or a company is undertaking acquisition and involves internal restructuring program**Internal restructuring**- company undertakes job cutting plan or other forms of restructuring**Business expansion**- company extends business activities, hiring new work force | **Look at case studies –Qantas and Australia post****Employees-** job losses, retraining, adverse effects on safety, health and wellbeing, anxiety and fear of the unknown, job insecurity**Workplace culture-** adverse effects on safety, health and wellbeing, bullying, increased risk of work related injury, worker competition**Industries-** closure, re hiring, job cuts, unstable workplace culture | **Communicate threat of not changing-** hold seminars, show employees what they are doing and compare with what others are doing**Involve team in decision making-** hold meetings, seminars, where possible involve team in making decisions which will benefit them- increases motivation and builds cohesiveness.**Be transparent-** regular correspondence, notices , meetings with group/individuals- telling employees as much as possible before they hear it elsewhere- builds trust, forearms employees**Celebrate success in moving towards goal-** progress charts, provide incentives and targets along the way, parties, staff outings, tangible rewards- builds trust, cohesion sense of efficacy**Keep explaining the reason to change-** meetings on change management, seminars for group/individuals, external speakers- keeps employees in the loop regarding the importance of staying competitive**Minimise uncertainty-** open discussions, regular meetings, informal meetings over dinner/drinks- keeps employees informed of changes and quells fears |
| Economic | Boom, recession, fluctuations in global economy |
| Environmental | Reducing emissions, recycling, paperless offices |
| TechnologicalPolitical/ legal | New software, virtual offices, new operating systems, more efficient communication systemsTax incentives, workplace reforms, equal opportunities |
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