

Just answer the question

Business, Human Resources



Dealing with loss of jobs The organizational development professional can help in dealing with the stress caused by loss of jobs by enhancing the skills of the remaining workers. This can be achieved by coming up with training and education programs that help in improving the skills and knowledge of the remaining workers. This will help the company or organization maintain high productivity even with a reduced workforce. Secondly, the OD professional could devise reward programs and incentives that help the remaining workers feel at home and have a sense of feeling appreciated. This strategy will help in motivating the employees in order for them to deliver good results. Thirdly, the OD can help in reorganizing the overall structure of the company and the jobs so that the available workers work comfortably. As a result, the workers will not feel overburdened with work. Finally, the OD could help change or revise the original goals of the company in order to align them with the reduced workforce and make them realistic and achievable.