

## How layoffs occur??

There is a company called Amiantit Oman and located in Rusail city. It is one of the famous companies in Oman and exports huge quantities of tanks to foreign countries. It was the first company producing Polyethylene water tanks in the Gulf. Last year another similar company entered the market offering the quality of tanks and with lower prices. At that time, Amiantit Oman got shock and started thinking to solve the problem. Since a number of its continuous customers shifted to that competitor, last year it received lower amounts of purchasing orders and decided to reduce production. In order to reduce production, it laid off approximately 200 of its Omani workers. A discussion, of how the layoff decision can affect the company and the laid off workers? and what are the potential solutions for tackling this problem?, is given below.

Making the decision of laying off workers is likely to affect both parties, the company and the laid off workers. For example, laid off workers will get disappointed as they didn't succeed in their jobs. Also, if those workers have loans in banks or obligated to pay debts to other people, layoff decision will make their situation worse. However, if they couldn't pay those debts back, they will be taken to the court. Having such situations can lead the whole society to take bad views about the laid off workers. On the other hand, the company's reputation is affected by the layoff decision. Seekers for jobs will not apply in this company because they believe that it has bad management and, therefore, they avoid being laid off. The company surely has spent plenty of resources to train those workers, so laying them off is definitely costly. Regarding our workforce market, unemployment is already high and having such decisions is likely to increase the unemployment rate and, therefore, make the market worse.

Suggested solutions for the Human Resource-related problem, stated above, are given below: -

- Private companies have a great positive relationship with the government. If a company is facing a trouble, it can consult the government to get a support or a reasonable solution to overcome that trouble. Our government is currently concerned to decrease unemployment. If that company discloses its potential solutions involving laying off decision, I think our government will take that situation more seriously and will support the company avoiding any layoff decision.
- The company itself can solve the problem without laying off workers. It can draw other strategies like expanding its industry. For example, it can solve the competition problem by changing the features of its products or by launching new products. To do so, I think, it needs to acquire experts, not to lay off workers.
- To make it fair for both parties, the company should help the laid off workers by negotiating with other companies to employ them. The other companies, definitely, will deal with them differently and employ them.

In my opinion, before making the laying off decision, the company should move around and catch a possible solution. Why is that? Since the harms that would infect the company as well as the laid off workers.