

ABSTRACT

The Bauxite/Alumina Industry is the second leading foreign exchange earner in Jamaica. It is second only to Tourism. The operation of the industry has contributed to the Jamaican economy considerably for nearly fifty years now. At one stage Jamaica was the leading producer of alumina throughout the world. Recently other countries, like Brazil and Australia have come on stream with the production of alumina. The plants built in these other countries are much bigger and much more efficient with labour. Previously it was cheaper to produce alumina in Jamaica compared to the rest of the world because Jamaica's bauxite is nearer to the earth's surface than most places elsewhere and the chemical nature of the bauxite makes it easier to process.

The Jamaican bauxite industry is trying to be competitive with the rest of the world. The Companies are saying it is taking more men to make a ton of alumina in Jamaica than in the countries of their competitors. To correct this anomaly the Companies are carrying out massive restructuring by computerizing the system where possible, introducing new technology and machines. By so doing they have reduced the work force significantly.

The aim of the study is to find out the effects of this downsizing on the work force that is retained on the job after downsizing. To achieve this goal, a stress related self administered questionnaire was prepared and presented to a group of workers from one of the Companies. The results show that workers who remain on the job after downsizing are stressed. Also, the number of men required to produce a ton of alumina has decreased but at a great cost to the workers wellbeing. If workers in the Industry are to enjoy optimum health, then their compensation package should be more attractive so

as to avoid the need to seek other source of income. Management will also have to work hard to win back the workers confidence if they expect them to remain loyal and productive for a long time.