

In a changing world, the only constant is change. The reality is that the stability which seemed to characterize the corporate world in the early centuries has given way to increased global competition, technological innovation and change, limited resources, deregulation, privatization of public sector firms and change in much more. In today's world, the human resource is the greatest asset any firm can boast of. Managers are now faced with the most difficult task of getting the best employee who can steer their firms to achieve their corporate goals. This study was carried out as an attempt to identify the challenges that face an organization while rightsizing its staff. The research focused on one organization in the motor vehicle industry: General Motors. A sample of 30 staff members was used having been obtained using simple random sampling method. In order to achieve the objectives of the study, questionnaires were used for the administrators and employees in the production, spares and service sections; and interview guides in areas that needed further probing. Data analysis was done by calculating percentages and tabulating them appropriately. The general objective of this study was to identify the real practices of staff rightsizing that have been used by general motors and the challenges faced by the firm while rightsizing its staff. After the study, the expected output was that if ideal staff acquirement is done appropriately with the best approach then the staff in a firm will be 'fix' for all its assigned jobs and a firm will achieve its corporate strategy.