

MERGERS & ACQUISITIONS.

HR | BIZZ can play a pivotal role in the process of merger or acquisition of two companies.

The Human Resource department acts as a trusted adviser to the employees of an organization along with the management who intend to enter to a Merger & Acquisition deal.

Analyzing Organizational Cultures

HR | BIZZ helps figure out if the organizational culture of two companies partnering together are compatible enough to be meshed as one. When two corporate cultures integrate, it is the responsibility of human resources to enable a smooth transition by assisting the employees to comprehend and embrace a new organizational culture.

Analysis of the demographics by the Human Resource team goes a long way in helping firms that are planning a Merger or Acquisition. In case the HR notices any cultural differences during the analysis, such problems should be tackled without delay. Similarly, if the HR | BIZZ detects any sense of contempt between the employees of the merging companies, the issues will be addressed upfront.

Boosting Morale of Anxious Employees

During the process of Mergers and Acquisitions, some employees may be reluctant to adapt to the new work culture thus, creating a serious culture clash. It is a common human tendency to resist change and since Mergers and Acquisitions bring in an element of apprehensions and change for the employees of both merging companies, HR | BIZZ will act as the comforting factor and take appropriate measures.

Solving Employee Benefits Issues

The objective of due diligence process in Merger or Acquisition is the verification of Seller's financials by the Buyer Company, along with the confirmation of all deals, customers and other relevant information. This is done by the buyer to assess if the Merger or Acquisition deal make

any financial or strategic sense. HR department of the buyer company particularly evaluates the benefit structure of the seller company to discover the likelihood of any imminent problem such as inadequate funds for pension plan or continuation of any medical insurance plan that may cost an arm and a leg to the organization in the long run.