

Ultratech And Jaypee
Merger: Integrating
Culture And People

Introduction

It is important to note that M&As usually have many risks connected with changes in the organizational culture and people management. Similarly, the merged entity of Ultratech and Jaypee Cement focuses on consolidation of two different organizational work culture to bring the benefits of synergy. In this case these two companies went through strategic, cultural and human resource issues and how they were managed.



Challenges

Another major issue that was experienced when executing the merger was a mismatch of organizational cultures of the two firms. Ultratech follow more structural and tight working environment on the other hand Jaypee is more focused on an entrepreneurial model and much more flexible.



Integration

The merger involved thousands of employees in both organizations making human resource management a crucial issue for merger success. Thus, many challenges appeared – possible dismissals, changes in people's roles and responsibilities, and concerns on what would happen next.



Conclusion

In the case of Ultratech and Jaypee among others the integration of culture and people is key in the success of mergers. From the cases and the ways the two merging companies dealt with major issues by enhancing strategic human resource management, several lessons could be learned as the firms worked towards achieving the goals of the amalgamation.



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