

MERGERS AND ACQUISITIONS: THEIR IMPACT ON MANAGEMENT AND EMPLOYEES

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ABSTRACT

Considering the world of business is a fast-paced, always changing atmosphere, the only possible way for firms to maintain growth and profitability is the consistent adaptation to change. It can be assumed that most change is derived with the intent to improve current operations or procedures. Improvements are often centered around the most common business operations of finance, accounting, management, marketing, and others. As the desire for growth and adaptation has increased, mergers and acquisitions have become more popular, especially among larger global corporations. Merging and acquiring firms are typically formulated with the idea that one of the firms would hold more market share and potentially have higher profits. Unfortunately, this places a more important emphasis on financial operations than other sections. For some individuals, the idea of mergers and acquisitions usually means that changes will soon be made, directly affecting management and employees. This study was conducted with the intent of understanding mergers and acquisitions and relaying the adverse impacts towards management and employees.

KEYWORDS: Merger, Acquisition, Management, Turnover, Financial, Impact, Human Resources