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Response to saraashwood's activity

According to your textbook, what is the least commonly used restructuring and organizational change tactic?

- ✓ **across-the-board cuts (your response)**
- ✗ eliminating tasks
- ✗ contracting out
- ✗ use of part-time employees

Responded on Jul 9, 2024 at 2:40PM

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Response to saraashwood's activity

What is the most difficult stage in the change process?

- ☐ diagnosing what needs to change
- ☒ recognizing the need for change
- ☐ planning and preparing for change
- ☐ implementing and sustaining the change (your response)

Responded on Jul 2, 2024 at 3:32PM

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pollev.com



Who are the two parties involved in a vertical merger?

Response recorded

2 competitors

buyer and supplier

management and employees

shareholders & executives



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What is it called when two cultures fuse and evolve into a brand new culture?

Response recorded

integration

assimilation

separation

deculturation



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What is one benefit for organizations that apply due diligence in order to manage their culture during a merger?

Response recorded

lower absenteeism and attrition

improved job satisfaction

increased stock prices

higher revenues and profits



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If a book publishing company decides to merge with a pulp and paper mill for its paper needs, what type of merger would result?

Response recorded

Vertical

Horizontal

Conglomerate

Takeover



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What is the growth strategy that results in the fastest growth for an organization?

Response recorded

leveraging current customers

opening new markets internationally

corporate joint ventures

mergers and acquisitions



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Following a merger, what is constructive dismissal?

Response recorded

Employees are demoted into a position of lesser status and compensation.

Employees are terminated using compassionate and sufficient compensation

Employees receive a compensation package that satisfies their basic needs.

Employees receive substantially different compensation packages after the merger.



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What are the three primary reasons that companies create mergers?

Response recorded

financial benefits, needs of management, human resource benefits

global benefits, competitive benefits, human resource benefits

financial benefits, strategic benefits, competitive benefits

financial benefits, needs of management, strategic benefits



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What is it called when two cultures fuse and evolve into a brand new culture?

Response recorded

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Response detail

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Response to saraashwood's activity

What is one HR program associated with embeddedness, given that downsizing is unavoidable?

- ✓ **flextime (your response)**
- ✗ off-site child care
- ✗ defined-contribution plans
- ✗ severance pay

Responded on Jul 9, 2024 at 2:44PM

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