



## Castle of Insights - Techyon 2025 - PCCE

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### Case Study: Strategic Workforce Planning for a Merger

#### Background Context:

**Technova** and **DataVerse**, two leading technology companies, have merged(joined) to form one strong organisation. The main goal of this merger is to combine the strengths, talent, and market presence of both companies, make operations more efficient, reduce overlapping roles, and increase overall profitability.

This merger is similar to big industry mergers like Vodafone and Idea, where aligning teams, integrating work culture, and keeping operations smooth are very important.

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**Your Role:** As an employee of both Technova and DataVerse, you help integrate teams, contribute your skills, ensure smooth project continuity, provide feedback from both cultures, and support a fair and balanced work environment during the merger.

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**The Challenge:**

The combined company now has **1000 employees across 10 departments**. Each employee is rated based on performance:

- **A:** High performers (Top Tier)
- **B:** Average performers (Middle Tier)
- **C:** Low performers (Bottom Tier)

**Output Contribution:**

- **A-rated employees** do **50% more work** than **B-rated employees**.
- **B-rated employees** do **twice as much work** as **C-rated employees**.
- **Higher pay goes to higher performers** because they do more work.

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**Department-wise employee distribution before the merger:**

Department	Technova Employees	DataVerse Employees
Research & Development (R&D)	50	70
Customer Experience	75	50
Sales & Marketing	75	45
Business Strategy	30	15
Human Resources	40	30
Finance	50	45
IT and Systems	55	60
Manufacturing & Operations	110	95
Administrative Services	20	20
Quality Assurance	30	35

Your task is to **restructure the workforce** to maximize efficiency, output, and cost-effectiveness while maintaining **fair representation, cultural balance, and employee retention rules**

## Case Problem

You have a dataset with details of all employees from both companies (**Technova** and **DataVerse**) called **Castle of Insights DataSet**.

The dataset includes:

- **Employee\_ID, Department, Company Origin** (Technova or DataVerse), **Tenure with the Company, Salary, HireDate, PerformanceScore** and **Work Ratings** (A, B, C).

### 1. Workforce Representation:

- Keep at least **50% of employees from both companies** in each department.
- **Maximum 80% of total employees** can be retained.
- Ensure **fair mix of employees from both companies** in every department.

### 2. Cost Efficiency & Output Optimization:

- Reduce **workforce costs by at least 10%**.
- Ensure the **new workforce produces more output** than either company pre-merger.
- **Maximise Output-to-Cost ratio**.

$$\text{Output-to-Cost Ratio} = \frac{\text{PerformanceScore or Work Ratings}}{\text{Salary}}$$

Eg

### 3. Cultural Integration:

- Keep **at least 60% of A-rated employees** (top performers).
- Keep **at least 30% of B-rated employees** (average performers).

### 4. Tenure Considerations:

- Retain **at least 5% of senior employees** (tenure > 15 years).
- Retain **at least 15% of employees** with tenure > 5 years.

### 5. Fairness & Transparency:

- Decide **who to retain or let go** based on performance, pay, and output.
  - Ensure **fair treatment of employees** and maintain **a positive work culture** post-merger.
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## Deliverables:

### 1. Excel Sheet:

- List the **Employee IDs** of all retained employees in the **first column**, without any header.

### 2. PowerPoint Presentation (Max 10 Slides):

Include:

- **Restructured Workforce Plan:** Number of employees retained per department, with balanced representation from both companies; breakdown by company, tenure, and work ratings.
- **Retention & Termination Strategy:** Criteria for retention and termination; justification based on performance, pay, and output; fair approach to minimize costs and optimize output.
- **Financial Impact Analysis:** Cost savings, comparison of workforce costs and output before and after merger, Output-to-Cost ratio.
- **Cultural Integration Plan:** Steps to integrate employees, address grievances, maintain fairness, and preserve company culture.
- **Additional Considerations:** Diversity & inclusion, legal compliance, and contingency plans for retaining critical talent.

### 3. Visuals- Dashboard(to be shown during presentation)

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## Submission Guidelines:

- Include **team name, members' names, college/school, contact, and email** on the last slide.
- File name: **teamname\_Castle\_of\_Insights**
- Max 10 slides (excluding team details slide)
- **Deadline:** 24<sup>th</sup> October 2025- 1 pm
- **Team Size:** 2–4 members
- Queries: **Sneha Karkannavar** – [snehakarkannavar@gmail.com](mailto:snehakarkannavar@gmail.com) / 7276491973