

A post-merger analysis of mobilink-warid job satisfaction



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Abstract

In these days, it has been keenly observed that mergers and acquisitions are tending to fail and there are pivotal reasons behind their failure. The major objective of this study is to conduct post-merger analysis of the level of job satisfaction of employees working in Jazz. According to the recent report of KPMG, more than 80% of mergers fail to meet the requirements of stakeholders. In the same ways, companies after merger sometimes lose the worth of stock market because of inability to tackle large scale business. There are many essential factors which force executives to make mergers with other relatable companies such as due to modern technology, economic developments, large scale market and fear of globalization. During the process of mergers and acquisitions, directors of companies focus on the product and market expansion and most of the time employee's difference is overlooked and this became the reason of failure. Company's directors assume that the issues of employees after mergers and acquisitions are easy to abolish but it's an original mistake that they don't value the significance of employees.

In this paper, the challenges after mergers and acquisitions, their effects on the economy, company's development and on job satisfaction of employees have been highlighted in details. The major issues that emerge after the process of merger and acquisitions have been to be unclear communication, biasness, organization structure difference, different culture of organizations, benefits and compensation issues, less involvement of employees in decision making process and inflexibility. We have two company affiliation one is Mobilink

and 2nd is Warid. After T-test it has been found that there exist α in different job satisfaction level employees representing Warid and Mobilink base on the mean values of employees representing Mobilink for example 3.3592 and that representing Warid for example 3.1422, it can be found or determined that Job Satisfaction employees at Mobilink is greater that the job satisfaction level of employees that came from Warid.

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Abbreviations

CEO	Chief Executive Officer
LTE	Long-Term Evolution
NOC	No Objection Certificate
M&A	Mergers and Acquisition
VAS	Value Added Service
PTA	Pakistan Telecommunication Authority
ZTE	Zhongxing Telecommunication Equipment
GSM	Global System for Mobile Communication
PTCL	Pakistan Telecommunication Company Limited
SWOT	Strengths Weaknesses Opportunities Threats
PEST	Political Economic Sociocultural Technologies
UMTS	Universal Mobile Telecommunications System
WIMAX	Worldwide Interoperability for Microwave Access

Declaration

We hereby declare that the final project work entitled “effects of merger and acquisitions on job satisfaction” submitted to the school of professional advancement, is a record of an original work completed by us under the supervision of Ms. Aleena Shuja, Lecturer at SPA. This final project is submitted to meet the requirement of degree of Mater of Human Resource Management. The results revealed that this final project has not submitted to any other institute except university of management and technology for the achievement of degree.

Chapter 1: Introduction

1.1. Introduction

Due to higher competition, every organization has aim to expand itself regarding size and scope and also wants to be top organization in the whole world. Merger and acquisition are known as best initiatives to expand business at domestic as well as global level.

Broad cast communication in Islamic Republic of Pakistan portrays the final condition for the developing versatile media communication phone, and internet advertises in Islamic Republic of Pakistan. In 2008 Islamic Republic of Pakistan was the world's third-quickest developing broadcast communication advertise. Pakistan's medium foundation is enhancing drastically with outside and residential speculations into settled line and versatile systems; fibers frameworks are being developed for the duration of the state to assist in organize development. Jazz is Pakistan's leading cellular and Blackberry services supplier Company. Currently it's more or less than thirty one and six million subscribers. Jazz has unbroken its market leadership in Islamic Republic of Pakistan through front-line, cohesive technology, brand name, and component workers.