



Mergers and Acquisitions: The Human Factor

Sue Cartwright, Cary L. Cooper

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Mergers and Acquisitions: The Human Factor focuses on the influence of human factor in the realization of mergers and acquisitions.

The book first tackles the importance for managers to understand mergers and acquisitions, merger phenomenon, and the impact of mergers and acquisitions on organizational performance. Discussions focus on traditional approaches to merger and merger failure, assessing merger gains, growth in merger and acquisition activity, and merger motives. The text then elaborates on the effect of merger process to employees and organizational culture and its assessment. Topics include organizational culture and the individual, how to assess organizational culture, types and origins of organizational culture, transactional differences between mergers and acquisitions, and absolute truths about mergers and acquisitions. The manuscript examines the implications of cultural type for inter-organizational combinations, including cultural compatibility, cultural dynamics of organizational combinations, and the application of the cultural dynamics model to collaborative and organizational marriages.

The text is a dependable source of data for researchers interested in the factors involved in mergers and acquisitions.

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