

# Merger between huge co. and computers co

Business



Both programs have advantages and disadvantages. Huge Co. offers a program that aims for the long term needs of its employees. Their program ensures the employees' financial stability after retirement. Their program also takes care of the employees' health, as well as the company's budget. The only possible downside to Huge Co.'s benefits program is the management's lack of feedback on their employees' satisfaction with the said program. Computers Co.'s benefits program is very flexible but it is flexible to the point that it allows its employees to only think of their short term needs. Their program is high on the satisfaction of their employees but also high on the company's budget. Taking all good and bad things into account, a possible compromise may be reached.

Since both companies individually have good and bad sides to their benefits programs, the best program can be made out of the good parts in both of them. The two companies operate with a "cafeteria plan," as they call it, which is good for the employees so that they can fit the benefits to what they truly need. This is even more applicable considering the age differences in the employees, which translates to the differences in their priorities in life. The newly merged company can start off by retaining the ala carte system with a slightly lower budget for each employee. The Computers Co. employees may not appreciate the budget cut but they may find that this is for their own good, a better solution than layoffs and company bankruptcy. The common thing with all benefits programs would be a certain number of points set aside for retirement funds. These points are fixed at a certain level but employees may add points for the said category when they wish to do so. As an employee ages, the number of points fixed for this category also

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increases. The same thing may apply to health insurance and allowances. Excess points may then be diverted to fitness programs, vacation leaves and the like. This way, the program is still flexible yet employees are encouraged to prepare long term solutions for their future needs. The management should also encourage feedback from their employees, not necessarily by conducting a survey. Comment boxes may be a cheaper alternative. No ONE way is superior. They could think of it as an improvement in their program. After all, improvement is a never-ending process.