

Workforce Merger

Visual Tools for Timely Organizational Restructuring





CASE STUDY

Post M&A Workforce Merger

A large internet search company (30,000+ employees) acquired a large cellular hardware manufacturer (24,000+ employees). A joint company team of business executives and HR analysts were tasked with developing a new organizational plan by identifying which employees to retain or not based on a set of established criteria.

Post vendor search, this technology was selected because of its ability to merge multiple HRIS data sources and visually work with the data. Relevant data from Workday and PeopleSoft (e.g. job titles, performance ratings, compensation amounts, etc.) were imported into OrgChart’s analytics and visualization tool. With OrgChart, they quickly developed a set of detailed heat maps, organizational charts and other views to best determine the design and cost of the new organization.

Merged HR data was automatically transferred to the surviving HRIS system. Typically this type of major project would take up to ten weeks. With OrgChart, the project was completed in only two. Interested in learning how OrgChart can help your organization reach new heights? Visit us at orgchartpro.com.

 <p>Janeen Witacker Director of PR</p> <p>Performance Rating EXCEEDS Anniversary 1/2013 Tenure 2 years, 2 months</p>	 <p>Photo Name Allison O'Toole Title Sr. VP of Engineering Work Phone (919) 234-4321 E-mail aotoole@ccmx.com</p> <p>Employee Profile Salary \$115,000 Planned Salary \$128,000 Performance Exceeds requirements Tenure 10 years, 2 months Reason Role will expand to new line of business. Great match.</p>
<p>Betty Alexander Director of Marketing</p> <p>Performance Rating Meets Anniversary 7/2011 Tenure 4 years, 1 month</p>	<p>Linda Kaiser Corp. Marketing Manager</p> <p>Performance Rating BELOW Anniversary 1/2010 Tenure 5 years, 4 months</p>

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