

Unit 2: Module 2 - Case Study Overview



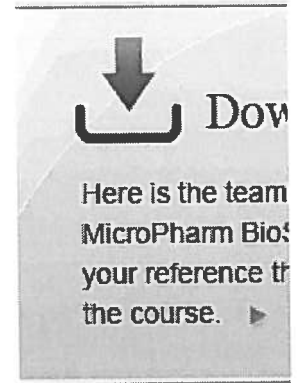
Case Study Overview

In this and the remaining modules in this course you will work on various assignments that are related to the MicroPharm BioSciences (MPBS) case study. Unless otherwise noted in the assignment instructions, you will assume you are leading a team of consultants hired by MPBS to provide recommendations for a centralized set of policies relating to the company's total compensation program, including both cash payments and employee benefits, and recommendations for specific features of the program.

MPBS is a small organization that grew rapidly. Not much attention was paid to administrative and management aspects, and human resource management was not a priority. As a result, haphazard and inconsistent practices developed. The organization has now concluded they need to implement a compensation plan to support continued growth and business strategy. Your consultancy firm has been called in to help do that.

Dr. Rodriguez, the founder of the company has suggested you work with the general manager as a point of contact. In preparation for your meeting, you have reviewed information detailed in the report prepared by your team as they completed the preliminary review of the organization, including discussions with management, and compiled initial information about MPBS.

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