BENEFITS

* + Gaining economies of scale in operations and functions
  + Enhancing competitive position vis-à-vis industry competitors
  + Providing opportunities for employee professional development and advancement

HR ISSUES

* + Planning for new hiring
  + Alerting current employees
  + Ensuring quality and performance standards are maintained

INTERNAL METHODS

* + Penetration of existing markets
  + Developing new markets
  + Developing new products or services for existing or new markets

EXTERNAL METHODS

* + Acquiring other organizations
  + Vertical integration

HR ISSUES

* + Merging organizations
  + Dismissing redundant employees

STABILITY

* + Maintaining the status quo due to limited environmental opportunities for gaining competitive advantage.
  + Few employees will have opportunities for advancement.
  + Critical that management identify key employees and develop specific HR retention strategies to keep them.