

ABSTRACT OF THE DISSERTATION

FACTORS THAT INFLUENCE SUCCESS OF MERGERS AND ACQUISITIONS USING ENGINEERING CONSULTING BUSINESS AS A CASE STUDY

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Despite an increase in the number and value of mergers and acquisitions (M & A) deals, the success rate of M & As remains low. The impact of a failed M & A can include financial losses, high staff turnover, damage to the company's brand, and the ultimate destruction of a company, which is harmful to the shareholders, employees, customers, and to the overall economy. The purpose of this qualitative explanatory multicase study was to identify ways to positively leverage some of the controllable factors that impact the current low success rates of M & A deals. This study compared and contrasted M & A theories with real-life findings collected through qualitative research based on interviews with a sample of individuals who have firsthand experience in M & A s related to the engineering consulting business. This study's findings contribute to the literature in M & A by exploring factors that impact the success or failure of M & As, and leveraging such controllable factors to improve the likelihood of M & A success.

These findings should be relevant to senior managers and boards of directors, as well as employees of companies that are planning to merge or are in the process of merging or are looking to acquire other firms.