

Entrepreneurship

Lecture 15

Organizations & People



Organizational Structure

- Functional
- By Product Line
- By Customer
- International

People Issues

■ Compensation Packages

- Salary
- Vacation, sick leave, holidays, etc.
- Insurance
- Stock purchase plans
- Profit-sharing
- Bonuses & commissions
- Stock option plan

Getting People

- Recruiting firm
 - Head hunter
 - Search firm
- Competition
- Firms laying people off
- Advertising
- School placement

Getting RID of People

- Poor performer
 - Cut the cord quickly
 - About warnings, probation, etc.
 - Termination interview
 - Compensation
 - Legal issues
- Cutbacks and Layoffs