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Next week we will be hosting our mid-semester check-in with the State Department. Until then, we need to continue gathering as much data on Search companies that have successfully initiated reforms as possible.

- Identify the current practices which exist in local universities and multi-national companies
- Identify practices from other countries in the region such as the UK, Israel, or Qatar that could be applied to local practice.

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- Meeting with prior producers discussed
- Meeting with head of address and
- Research field of nursing home
- Meeting with Prof. T. M. van der

Field: *Key to human rights commitments to gender equality and women's participation under international human rights treaties.*

Create a microcam for increased gender equality within private spaces, similar to how private universities in Saudi Arabia have more flexibility when it comes to women's roles and restrictions.

Identify a demand for targeted leadership development training and managerial support within companies and a commitment to advancing qualified women.

1. **What is the purpose of the study?**
 2. **What are the research objectives?**
 3. **What is the research design?**
 4. **What are the variables?**
 5. **What is the sample size?**
 6. **What are the data sources?**
 7. **What are the data collection methods?**
 8. **What are the data analysis methods?**
 9. **What are the results?**
 10. **What are the conclusions?**

* Kourouging, Kim and Zourabi, Vanessa. "Calls for Reform: Challenges to Saudi Arabia's Education System," *Georgetown Journal of International Affairs*. Vol. 12, No.2 (Fall/Summer 2011) pp. 137-144.
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 Saudi Women with Attractive Eyes May Be Forced to Cover Even Them Up, if Resolution Is Passed." *Mail Online*, 18 November 2011, 18 Nov. 2011. Web. 30 Jan. 2013.

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Saudi Aramco: A State Within A State?



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A grayscale map of the world centered on the Atlantic Ocean. The map shows the continents of North America, South America, Europe, Africa, and Asia. Saudi Arabia is highlighted in a dark green color. The map includes latitude and longitude lines.

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Case Studies Continued

[http://upload.wikimedia.org/wikipedia/commons/thumb/4/47/Saudi_Arabia_\(orthographic_projection\).svg/250px-Saudi_Arabia_\(orthographic_projection\).svg.png](http://upload.wikimedia.org/wikipedia/commons/thumb/4/47/Saudi_Arabia_(orthographic_projection).svg/250px-Saudi_Arabia_(orthographic_projection).svg.png)

**Case Study Number 1: First All-Female Business
Center in Saudi Arabia**

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In September of 2014, the Indian company Tata, Saudi Aramco, and General Electric opened the first-ever all female business processing center in Riyadh.

The business center will offer customers specialized Finance, Accounting, HR, Supply Chain and other business services, to enhance operational efficiency.

The center, in Dhahran, headquarters of Saudi Aramco, will be staffed by Saudi women with TCS and GE owning 76 percent and 24 percent equity respectively in the new venture, which will initially serve Saudi Aramco and GE as anchor clients.

Over 100 dignitaries from Saudi Arabian government entities and business executives attended the center inauguration.

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The 3,200 square meter facility will create up to 3,000 local jobs for Saudi women within the next three years. They have already employed around 300 women.

Initially providing services to anchor clients, Saudi Aramco and GE, the center will eventually expand its customer base to other companies and institutions across the Kingdom. In due course, GE and TCS will also work with leading Saudi universities and educational institutions to launch specialized training programs to achieve further job creation goals.

Over 70% of the recruits are Saudi nationals, mostly fresh graduates from King Saud University, Princess Noura University, Imam University and others.

Client's Feedback on Project

Discussed the short list of case studies that have been identified by our team. Let client know that we had selected one of our case studies and that we were still looking into our second case study. Client was enthusiastic about first case study.

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Recommended some points of research:

- Reaching out to universities that Tata is recruiting from and find out what methods they are using
- Find out how Tata is accommodating women's needs for both childcare and transportation
- Look at the demographics of the women being employed
- Try to interview some employees of the company to find out what women's experience is and how the company is handling change management as well as leadership

Points of Research from Client:

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- Reaching out to universities that Tata is recruiting from and find out what methods they are using to recruit.
- Find out the demographics of the women being employed/ recruited/ what is their marital status and age?
- Find out how Tata is accommodating women's needs for both childcare and transportation
- Try to interview some employees of the company to find out what women's experience is and how the company is handling change management as well as leadership development. Client also interested to know the interaction between government authorities and the women, particularly with the committee for the promotion of virtue and the protection of vice.
- Has Tata faced problems with abiding by Saudi law?

Next Steps

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Identify second case study. Must be a business model that is reproducible, in other words a business model that could be repeated by other companies in Saudi Arabia.

Saudi Aramco compound: could be a unique business model. Could also provide interesting precedents for companies employing both expats and Saudis.

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