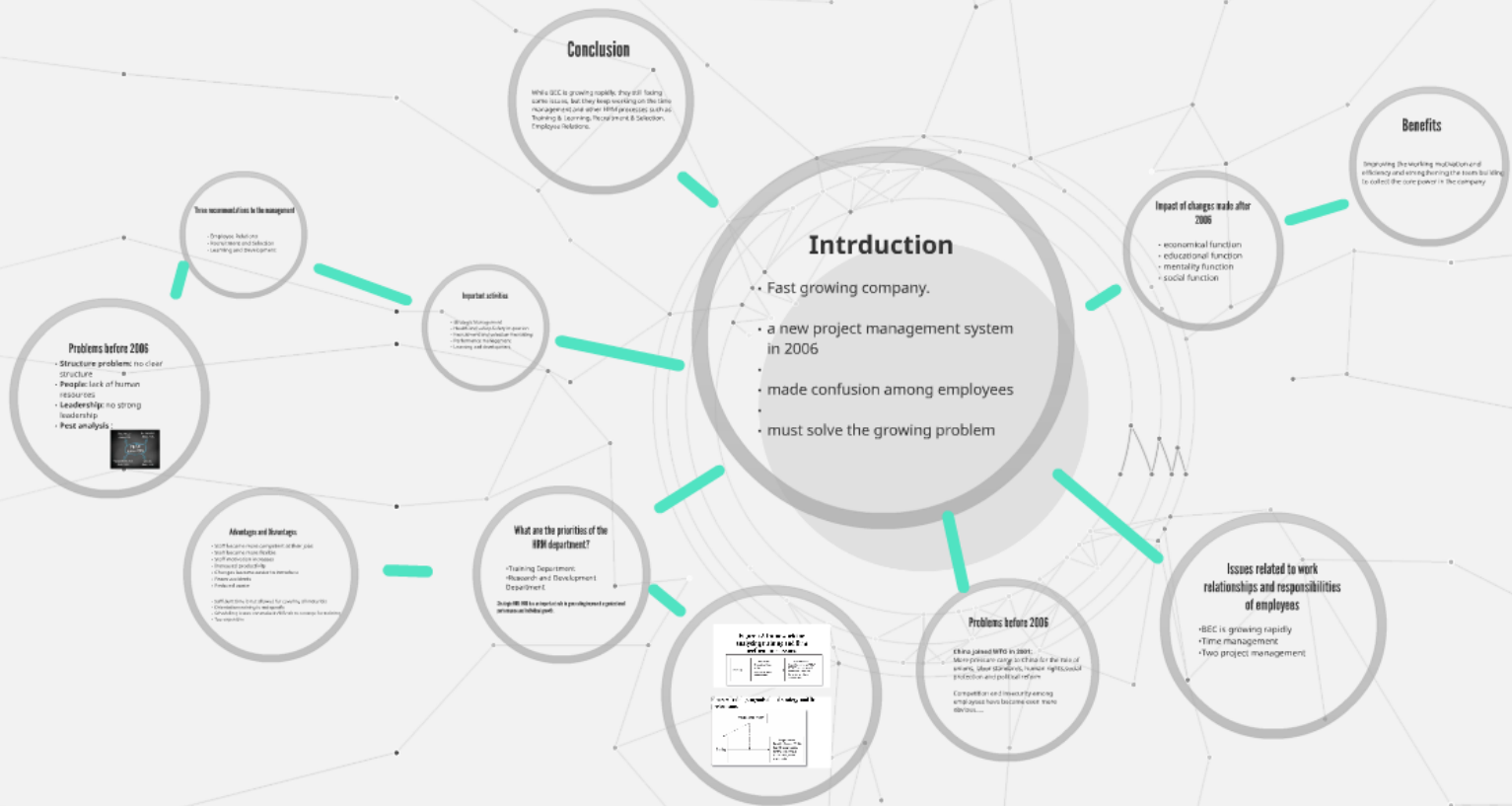
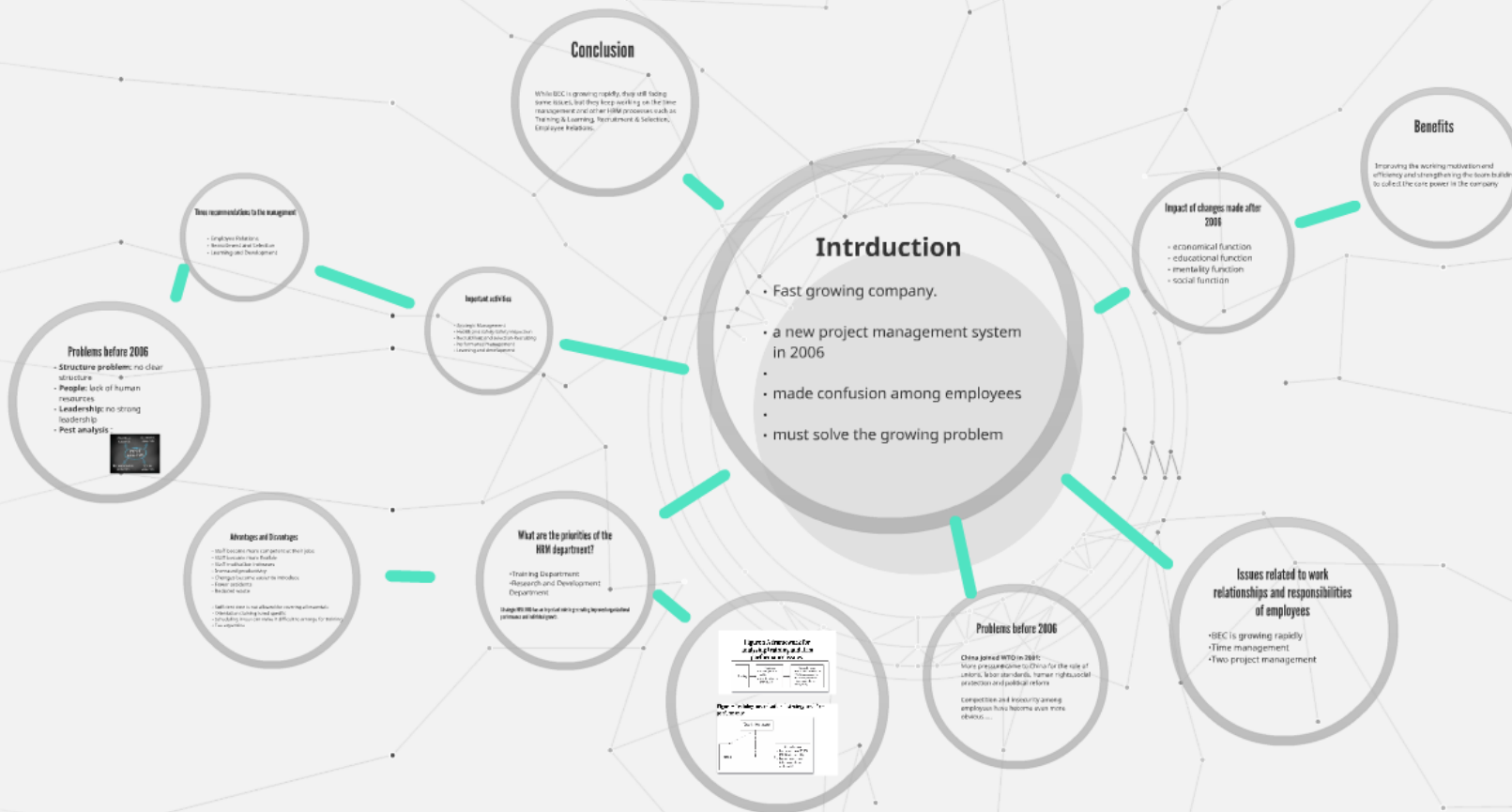


# Beijing EAPS consulting Inc. Harvard Case Solution & Analysis



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# Introduction

- Fast growing company.
- a new project management system in 2006
- 
- made confusion among employees
- 
- must solve the growing problem

## Problems before 2006

- **Structure problem:** no clear structure
- **People:** lack of human resources
- **Leadership:** no strong leadership
- **Pest analysis :**





## Problems before 2006

### **China joined WTO in 2001:**

More pressure came to China for the role of unions, labor standards, human rights, social protection and political reform

Competition and insecurity among employees have become even more obvious.....

# Impact of changes made after 2006

- economical function
- educational function
- mentality function
- social function

# Benefits

Improving the working motivation and efficiency and strengthening the team building to collect the core power in the company



## **Issues related to work relationships and responsibilities of employees**

- BEC is growing rapidly
- Time management
- Two project management