**Exploring Untold Stories: Lived Experiences of Employees from Acquired Companies during Mergers and Acquisitions process: A Qualitative Study using 4th Wave Ground Theory.**

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**Abstract**

Assembled on the framework of psychological contract theory, conservation resource theory and post-colonial theory using Boje’s conversational story-telling paradigm from four acquired company employees in three different industries (pharmaceutical, Financial and Telecommunication). This study seeks to understand the lived experiences of four employees from companies that were acquired by large companies through the lenses of psychological contract theory, conservation resource theory and post-colonial theory. The narratives will help understand the 60-80% failure of M&A and most importantly the participants’ experience during the process. Narratives will be gathered from the study participants using a conversational storytelling approach, based on the 4th wave grounded theory’s self-correcting cycles, to gather as much information from study participants as possible. Through analyzing the original (indigenous) stories of employees from the acquired companies, this study seeks to understand the M&A process, including the employees’ perspectives and the company’s culture, following the M&A. This study seeks to provide a framework for future researchers who are seeking to understand more about the lived experiences of employees from acquired companies during and after M&A.

**Key Words:** Mergers and Acquisitions, colonialism, indigenous stories, grounded theory, storytelling, narratives

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