



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Student Name: Aditkumar Arvindsingh Rajput

Student Number: 2327679

Course Name: Human Capital management

Lecturer Name: Dr Gladius David Kulothungan

Session: June 2024 Term

TABLE OF CONTENTS

- ⦿ **Introduction**
- ⦿ **Strategic Goal of Organization**
- ⦿ **Position Analysis**
- ⦿ **Job roles and responsibilities**
- ⦿ **Person Specification and skills**
- ⦿ **Salary Comparison and working environment**
- ⦿ **Benefits and rewards**
- ⦿ **Work environment and Career development**
- ⦿ **Conclusion**
- ⦿ **Reference**

INTRODUCTION

Google



- Google LLC was started by Larry Page and Sergey Brin on September 4, 1998.
- Headquarters are in Mountain View, California.
- They built a search engine that utilize the link to calculate the importance of websites on World Wide Web, called “Backrub”. **(Levy 2021)**
- In August 1998, Google received funds from Andy Bechtolsheim, co-founder of Sun Microsystems, and other investors **(Google 2024)**.
- Over the years, Google developed various product and services, such as Google Maps, Google Drive, the Android operating systems.
- There are more than 150,000 dedicated employees working globally and revenue around **£280** Billion in 2023.

Microsoft



- Microsoft global tech giant company was established by Bill Gates and Paul Allen, on April 4, 1975
- Headquarters are situated in Redmond, Washington.
- Microsoft got success at early stage by its operating system, MS-DOS, and personal computers in 1980.
- They developed many products and services like Windows, Microsoft- Office Suite, Cloud Service, and Xbox Gaming. **(Perina 2024)**
- Microsoft has invested more in enhance the features in its product and service.
- There are over 220,000 committed employees working globally and collected **£220** Billion in 2023.

STRATEGIC GOAL OF GOOGLE

- ◉ Google is finding opportunities to strengthen its market globally. **(Ruth & Ward 2012)**
- ◉ Google is aiming to offer more efficiency in the Android operating system in the mobile market. **(Thompson 2019)**
- ◉ Google is also focusing on achieving quantum supremacy, and even faster than the classical computers.
- ◉ Google is working to Expanding market share, Advance Sustainability, Customer needs and user Experience, and enlarged the opportunities in terms of workforce. **(@aithor 2024)**

STRATEGIC GOAL OF MICROSOFT

- ◉ Microsoft is looking for to improve and innovate its application software and business solutions. **(Hackett 2015)**
- ◉ The company also targets to improvise the cloud computing system, Personalize user experience covering its platforms and devices.
- ◉ Microsoft also going to introduce Microsoft Viva- Goals, it will provide advantages to the businesses to set Goals.
- ◉ Microsoft Viva- Goals merger with Microsoft teams, authorize the companies to track, update and communicate progress towards goals within in one single tool. **(Microsoft 2024)**

PROJECT MANAGER POSITION ANALYSIS

- ◎ Project manager is responsible for to organize and maintain the project plan , controlling the project and communicate with team regarding the status of the project and keep an eye on the ongoing activities on the particular project closely.
(Youker 2018)

- Understanding the Project and Project Management

- Performance Tracking and Reporting and Risk and Issue Management

- Structuring the Project Organization

- Executing and Controlling the Work and Terminating the Project

- Building the Team and Analyzing the Project Context

- Stakeholder Communication

- Refining Objectives, Scope, and Other Project Parameters

- Manage the project Budget (Westland 2019)

JOB DESCRIPTION : PROJECT MANAGER

Title: Project Manager at Google

Roles and Responsibilities:

- Develop and manage the project plans, including project goal and resource requirements.
- Managing the Good communication with Clients.
- Identify the risk and issues that could impact on project success and report to management as needed.
- Use Project management tools and techniques and track the progress and performance of the team.
- Always ensure the quality of the project must align with Google's quality standards and client demands.
(Itexus 2024)

Title: Project Manager at Microsoft

Roles and Responsibilities:

- Present high-level plans with estimates for executives and cross-functional leaders.
- Track overall project initiatives progress using Microsoft project tools.
- Leading and motivating project teams in a fast-paced, innovative environment.
- Maintaining a balance between technical understanding and project management.
- Communicate regular progress update to stakeholders and clients according to their demands (Hive 2024).

PERSON SPECIFICATION

Person Specification for a Project Manager at Google

1- Educational Background

- Primary degree in Computer Science, Software Engineering.
- Advanced degree, MBA or any masters degree .

2- Professional Experience:

- Proven 3-5 years of experience as project administration in the technology sector.
- Experience of maintaining high level complex project involving cross-functional teams.
- Strong organizational skills, and Multitasking.

Person Specification for a Project Manager at Microsoft

1- Educational Background

- Primary degree in Computer Science, Software Engineering.
- Advanced degree, MBA or any masters degree.

2- Professional Experience:

- At least 5-7 years of experience as project management, specially in technology and software sector.
- Solid technical experience with understanding in software development and web technologies.
- Strong organizational skills, and Multitasking.

REQUIRED SKILLS

Skills Required at Google

- Familiar with tools like Jira, Asana, Trello, and Google Workspace.
- Strong understanding about software development strategy, mainly Agile and Scrum.
- Ability to lead the team and maintain professional environment.
- Magnificent written and verbal communication skills
- Must be think about how to propose innovative solutions.
- Should hold Project Management Professional (PMP) certification or certified ScrumMaster (CSM) is highly considerable.

Skills Required at Microsoft

- Command on tools such as Microsoft Project, Azure DevOps, and Microsoft office 365.
- Solid in software development and web technologies.
- Capable of handling high pressure situation and cost management.
- Must be team player and can handle many project.
- Can adapt company environment rapidly and work according dynamics .
- Certified Project Management Professional (PMP) and Agile certification such as Certificated ScrumMaster (CSM) is highly welcomed.

PAY AND WORKING CONDITIONS

Google

1- Pay

- **Basic Salary:** An average salary for project manager at Google is around **\$110,000 to \$150,000** per year.
- **Total Annual Package:** After including basic salary, Bonuses, and stock options, total annual salary would be from **\$140,000 to \$230,000** per year.(Levels.fyi 2024)

2 – Working Conditions: Google is famous for its innovative and creative workplace environment for their employees.

- They have covered all the necessity amenities at offices such as free meal, fitness hub, wellness classes, and activity area.
- Google also focuses on mental health of their staff and provide them health insurance and required wellness program.

Microsoft

1- Pay

- **Basic Salary:** An average salary for project manager at Microsoft nearly from **\$105,000 to \$140,000** per year.
- **Total Annual Package:** With the inclusion of basic pay, rewards and stock options, total annual salary would be from **\$130,000 to \$200,000 per year.**

2- Working Condition: Microsoft provides a professional and well planned work environment with all modern offices spaces.

- Microsoft also offers fitness club, on-site dinning, and wellness sessions.
- In terms of health and wellness, every employee at Microsoft have medical insurance plan and mental health support.

FLEXIBLE WORKING ARRANGEMENT WITH JUSTIFICATIONS

- ◎ **Google and Microsoft had implement some flexible working arrangements with the following key points:**

1- Hybrid Work Mode: Google and Microsoft both have started giving hybrid work to their employees, in that they have to spend around three days in the office and they can work two days from their home.

Justification: This idea will help their employees , to maintain and balance their work and personal life with the flexibility of remote work.

2 – Location Adaptable: Google and Microsoft are offering more choices in terms of work location. Workers have options to choose on which location of the organization they want to go and work.

Justification: This will help to both companies to retain their employees talent by proving them location flexibility.

3- Technology Collaboration: Google and Microsoft both organizations developing new technologies and tools which will support surrounding remote and hybrid work environment.

Justification: This advantages will make communication easier in terms of hybrid meeting spaces and productivity regardless of work location.

CONCLUSION

- ◉ The project manager job is to create a product and delivered the given project within time, with the brainpower of the professionals in the team and with the limitation of the budget (**Gaddis 1959**).

Conclusion: Project Managers at Google and Microsoft play an important role that requires excellent technical expertise, leadership, and creative thinking. Both organizations expect their program manager should be skillful in handling complex projects and communicate in a good manner with their clients.

- Project Managers are valuable assets to these companies and their determination and driving innovation lead companies to their success. •

These position offers opportunities for professional growth for every individual to shape their future.

- Google and Microsoft both provide competitive compensation packages, additional advantages such as hybrid work, and flexible working arrangements to retain their valuable employees.
- Both companies have their different focus on professional development, work-life balance, and employee well-being.

LIST OF REFERENCES

- 1 - Ruth, B & Ward, K 2012, *Google's Strategic Goals - 1103 Words | Assessment Example*, Free Essays. <https://ivypanada.com/essays/googles-business-strategy/>
- 2- Thompson, A 2019, *Google's Generic Strategy (Porter's) & Intensive Growth Strategies*, Panmore Institute. <https://panmore.com/google-generic-strategy-intensive-growth-strategies>
- 3 - @aithor 2024, *Google's Strategic Goals Report (Assessment)*, aithor.com. <https://aithor.com/essay-examples/googles-strategic-goals-report-assessment>
- 4 - Hackett, R 2015, *Microsoft says these are the company's 3 most important goals*, Fortune, Fortune. <https://fortune.com/2015/08/04/microsoft-goals/>
- 5- Microsoft 2024, *Introducing Microsoft Viva Goals - Microsoft Support*, support.microsoft.com. <https://support.microsoft.com/en-gb/office/introducing-microsoft-viva-goals-bd651be7-472a-4f40-8fdd-6fced79f3ad>
- 6 - Levy, S 2021, *In the Plex: How Google Thinks, Works, and Shapes Our Lives*, Google Books, Simon and Schuster, viewed 5 July 2024, https://books.google.co.uk/books?hl=en&lr=&id=RS8SEAAAQBAJ&oi=fnd&pg=PA1&dq=Google+company+background&ots=oFyHpQ_mwQ&sig=ojJO5fvKjtrZ7xRvYnoe8kCwDXg.
- 7 - Perina, E 2024, *Microsoft: a Journey of Innovation and Impact*, techcommunity.microsoft.com, viewed 27 July 2024, <<https://techcommunity.microsoft.com/t5/away-from-keyboard/microsoft-a-journey-of-innovation-and-impact/m-p/4032545>>.
- 8 - Westland, J 2019, *Project Manager Job Description - ProjectManager.com*, ProjectManager.com. <https://www.projectmanager.com/blog/project-manager-job-description>
- 9- *Google Project Manager Jobs - Itexus* 2024, itexus, viewed 17 July 2024, <<https://itexus.com/glossary/google-project-manager-jobs/#gref>>.
- 10- *Salary Expectations: Being a Project Manager at Microsoft | Hive* 2024, hive.com, viewed 17 July 2024, <[https://hive.com/blog/salary-expectations-project-manager-microsoft/#:~:text=The%20project%20manager%20role%20at](https://hive.com/blog/salary-expectations-project-manager-microsoft/#:~:text=The%20project%20manager%20role%20at,https://hive.com/blog/salary-expectations-project-manager-microsoft/#:~:text=The%20project%20manager%20role%20at,the%20project's%20objectives%20and%20deadlines)>. <https://hive.com/blog/salary-expectations-project-manager-microsoft/#:~:text=The%20project%20manager%20role%20at,the%20project's%20objectives%20and%20deadlines>.
- 11- *Google Project Manager Salary | \$163K-\$497K+* 2024, Levels.fyi, viewed 17 July 2024, <<https://www.levels.fyi/companies/google/salaries/project-manager?country=254>>.
- 12- Gaddis, P 1959, *THE PROJECT MANAGER*, viewed 5 July 2024, <<https://nickols.us/~nickols1/ThePM.pdf>>.
- 13- Google 2024, *How We Started and Where We Are Today - Google*, about.google, viewed 27 July 2024, <https://about.google/intl/ALL_uk/our-story/>.