

# Microsoft: Competing on Talent (A) Questions

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- **Send email to [niraj@eecs.berkeley.edu](mailto:niraj@eecs.berkeley.edu) and [keutzer@eecs.berkeley.edu](mailto:keutzer@eecs.berkeley.edu) by 8AM Wednesday (10/22)**
- **Subject line on the email should be: 290T Homework #8**
- **Simply include answers as plain text in email, make sure your name is in the email**
- **Please use bullets and phrases, but be prepared to articulate and defend your answer well**
  1. **Why did so many people want to join Microsoft? Why do many still want to join Microsoft?**
  2. **As of the Summer of 1999, does Microsoft have a problem? Is the senior management turnover inevitable? What recommendations would you make to Gates and Ballmer?**
  3. **The case discusses the use of stock options as "the forward-looking element of our [Microsoft's] compensation package". However, on July 8, 2003, Microsoft announced they will stop compensating employees with stock options and use restricted stock instead (see [http://www.businessweek.com:/print/magazine/content/03\\_29/b3842043.htm?tc](http://www.businessweek.com:/print/magazine/content/03_29/b3842043.htm?tc)). How will this impact their ability to recruit, motivate, and retain superior employees?**
  4. **In 5 bullets describe the perfect TV remote control.**