

Assignment #01

Professional Practices In IT

BAQIL ALI KHAN

20K-0477

Question # 01:

According to me its not wise to form yourself as a Sole Proprietorship company, as Mr Ahmad is personally liable for all company debts and if the company faces financial issue or legal issues, his personal Assets could be at risk including family home. As he is a sole trader all risk and responsibility of business fail entirely on his shoulders. It is usually better to form a Limited company.

Question #02.

Assuming Mr Ahmed continues with sole Proprietorship structure, it will have implication on choice of entity concerns as he never welcomed diversity while hiring first employee will surely ~~expand~~ expands workforce but it might not leverage the potential for diverse perspective and skills which may be critical for growth and innovation. As he is liable of all company debts and

obligations, he needs to check legal obligations related to employment and also need to account his financial planning.

Question #03:

In case Intuit Pakistan registered as Partnership firm, the first and the most important is to have comprehensive agreement that should outline terms and condition of Partnership, specify events or situations that can lead to make exit includes retirement, disability, death, withdrawal etc. Specify valuation method based on market fair value also outline process for buying out partners interest.

The needs of having exit plans in any partnership is to protect the partner interest, so protecting financial interest ensuring smooth transition avoiding disputes and conflicts. also departing partners doesn't affect company operations.

Question # 04

As Mr Ahmed revers. welcome arguments this will result in Lack of innovation because diverse perspectives, thoughts, skills and constructive arguments will result in more innovative solutions and good decisions.

Also it also affects Teams morale as they will start to feel their input is not valued and they can become demotivated leading to toxic environment. This may result in slow progress of company as mentioned culture at google.

Question # 05

Scaling up will affect Mr Ahmed Role's and Responsibility as the workforce will increase he himself cannot handle every aspect he need to distribute tasks and responsibilities he will have to shift from hands on technical role to leadership role. His role may evolve to focus more on strategic planning.

Scaling in such environment is tough as he has to promote culture of diversity and it becomes crucial as team grows. As mentioned in

in case study he doesn't welcome diversity. For scaling to be successful he should embrace it. As it can lead to better problem solving and innovations. He should have to change hiring strategy that is based on technical skills and similar to his own.

Question # 06 :

Three points where diversity can bring positive changes to intuit Pakistan are

- 1- Diverse cultural, perspective, thoughts, skills can lead to more creative solutions and enhance ~~pro~~ innovation.
- 2- Diverse team can tackle complex problems with better way as they approach it with various angles and viewpoints.
- 3- Diverse team can also provide with solution that is more close to customer satisfaction and can potentially reach more market.

Question # 07.

Values are important for both employers and employees because they provide an outline for how to behave, moral, ethics and what culture to be followed within organization. For example through employees perspective if company values teamwork, employees more like to collaborate effectively and provide better results and through employees perspective if company values innovation employees with creative minds are more likely to attract.

Question # 08 :

According to BES code of conduct, Mr Ahmed violated following principle. i.e Professional competence and integrity. Mr Ahmed likeness on hiring people similar to his own skill and attitude limit diversity of skills and perspectives compromising professional competence.

To avoid these violation,

- ① Promote diversity within organization
- ② Encourage open communication and constructive

Arguments among team.

- ③ Consider more inclusive hiring and promotion strategy led by all team members with different skills and attitude to promote diversity.