

## Professional Practices in IT FALL 2023

### Assignment No. 1

Start time: Monday September 17, 2023

Submission due: Sunday September 24, 2023 before 6pm

Assignment 01 questions belongs to CLO:01

#### Instructions:

- **The case studies or lectures slides shared with the class should be referred while providing the answers.** None of the answer will be accepted without referring the relevant material. The assignment is not an open-ended discussion-based questions, instead you have to point out the reference material to construct any argument or conclusion. Apart from the answer you may exhibit your own opinion regarding your agreement or dissent to the shared point.
- **Note: 'Zero' tolerance will be exercised in case of plagiarism.** You will get straight zero in the assignment if found copied stuff. The assignment will not evaluate your skills in any particular language. You will be graded based on the analytical/critical cognitive framework you employed during the solution.
- **All questions carry equal marks**
- **Total Points [10 \* 8 = 80 points]**

#### Case Study: Intuit Pakistan

Four Recent graduates of FAST got an opportunity to acquire a franchise of Intuit global in Pakistan. The four members agreed to register the company as a Sole Proprietorship. Mr. Ahmed, out of the four, registered the organization against his personal profile. The company has no liabilities with the global Intuit and will act as an independent organization. However, they have to share the 20% of the annual profit with the global Intuit for using their brand name. Intuit India successfully achieved the best workplace status over the period of years as presented in the case earlier. Now Intuit Pakistan has multiple challenges to deal with.

The CEO or Owner of the Intuit Pakistan i.e Mr. Ahmed had a proven track record for technology development and operational excellence. Mr. Ahmed has the strength to perceive the problem at its core, to design/implement and operationalize the IT System by his own hands. He never gets satisfied until he works on every part of the code. Being a perfectionist, he does not believe in diversity. He graduated from FAST and during his FYP he had some bad experiences regarding the diversity as a leader of the team. He was part of a vibrant team that had an ability to deal with the solution accordingly. All the four members of the team had great analytical skills and had good confidence to challenge Mr. Ahmed regarding his project plans and decisions he made upon his excellent technical skills and hands on experience of project development. Mr. Ahmed believed that the 'team' always kept challenging and arguing unnecessarily for the lifetime of the FYP. Mr. Ahmed could not understand why the team was arguing even though the system is deployed and in execution without having any glitches. The reason he found is the diverse nature of the team.

Intuit Pakistan has a team strength of 25 personnel and they have to scale till 200 employees next year. The IT projects demand a radical growth in the team with perfection capabilities. During the hiring of the team, Mr. Ahmed led all the interviews and followed the strategy of hiring good technical people that seems similar to his own professional attitude. All the promotions and appreciations are only allowed after his personal screening and recommendations.

#### Questions

1. According to the above mentioned case 4 recent graduates got an opportunity to acquire a franchise of Intuit global in Pakistan and register it as a Sole Proprietorship. Explain why it would be wise (or, alternatively, why you think it would not be wise) to form yourselves as a Sole Proprietorship company. [CLO 2]

2. Mr. Ahmed, registered the organization against his personal profile and never welcomed diversity. But after a few years of successful operation, Mr. Ahmed is ready to take the big step of hiring his first employee. Assuming you don't disagree with his initial decision to remain in sole proprietorship, how does this new addition affect his choice-of-entity concerns? [CLO 1]

3. In the case of Intuit Pakistan registered as a Partnership firm then how are you going to introduce an exit plan? What are the needs of having exit plans in any partnerships? [CLO 1]
4. According to the case, Mr. Ahmed never welcomed arguments from his team members, how can it impact the working environment of his company? (mention from the shared material) [CLO 1]
5. Will scaling up affect Mr. Ahmed's roles and responsibilities/work load? Is scaling possible in this working environment? [CLO 3]
6. Recently Mr. Ahmed attended a seminar "Diversity is Positive", that made him think about including diversity in his organization. Support his thought by listing down 3 points where diversity can bring positive changes in Intuit Pakistan. [CLO 3]
7. How and why the 'values' are important for the employees and employer? share your reason and example. [CLO 2]
8. According to the BCS Code of Conduct what are the violations in the conduct of Ahmed? What behavior can you suggest Ahmed to adapt so that he does not violate BCS Code of Conduct? [CLO 1]