

Professional Practices in IT FALL 2022

Assignment No. 1

Start time: 12th Sept 2022 9 am

Submission due: 18th Sept 2022 6pm

Case “Build a great work place” and all the shared material 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 assignments 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. The same pattern and strategy will be used for the MID 1 exam. All of the relevant reading material will be provided by 12th Sept.

- Q 1.1) What is a Great Place to Work (GPTW)? Is there any proven framework that defines and describes a GPTW? What are the typical processes and criteria of competing for and getting this recognition?
- Q 1.2) What is more important for a workplace to become great for working? Is it the employer, customer or employee? And why?
- Q 1.3) What steps were taken by the management of Intuit India, over time, to improve its ranking from 10 to 1? What do we learn from them?
- Q 1.4) What does it take to build a great workplace? Is it the systems, i.e, the hard aspects, such as compensation, benefits, rewards, incentives, policies, etc? or the culture, i.e, the soft aspects such as values, culture, leadership style and behavior, employee involvement and pride, etc? What do we learn about the leadership style and other approaches that helped Intuit India build a great place to work?
- Q 1.5) What can you, in your current and future job roles, do to build great places to work?

Mapping from Managing Oneself article

- Q 2.1 As per the article GPTW, employee hiring has always been an issue in India or around the world. So what measures/practices Intuit India takes to unveil the hidden talent(strengths) of an employee so that they assure he/ she is a right candidate for their organization.
- Q 2.2 India is a country of 1.42 billion people having a vast diversity and culture. It's natural that when you hire people from different ethnicities and cultures, you may face problems getting all of them together and efficiently working with them.

Note: You have to relate the points from ‘Managing Oneself’ to answer this question. For e.g. setting values, understanding the difference in learning, realizing the differences in strengths and weaknesses of individuals and a few more.

- Q 2.3 Being CEO of the Intuit company how ‘Values’ could be important for you, your organization and employees at Intuit.

Mapping for concept from Google case (culture at Google) and interviews

Q 3.1 In the document “Culture at google” we studied different practices of google, some have evolved and changed during the past few years like freedom of speech etc. What practices at google do you think contributing it towards building a great place to work that should be revived and mapped over Intuit cooperation.

Q 3.2 In Laszlo's interview, he mentioned about the benefits given to the employees inside the premises of the organization i.e. free food, laundry, car wash etc. What do you think it takes to build a great place to work? Is it these benefits, rewards, incentives etc or aspects such as values, culture, leadership style and behavior, employee involvement and pride are the reasons behind?

Q3.3 How ‘Cultural responsibility of dissent’ will help Intuit to become a GPTW? (while keeping in mind the cultural differences among US and Indian Sub-continent).

Organization registration/legal liabilities for Intuit Pakistan

You and a few friends are planning for a business together, the business is supposed to offer software development and system integration services to small businesses.

Q4.1 Explain why it would be wise (or, alternatively, why you think it would not be wise) to form yourselves into a limited company.

Q4.2 Many organizations now outsource their IT provision. Discuss THREE arguments in favor of outsourcing IT provision.

Q4.3 How you are going to introduce to develop an exit plan from Intuit Pakistan. What are the needs of having exit plans in any partnerships?

Code of Conduct

Q 5.1. In the light of BCS Code of Conduct, while considering yourself as the decision makers at Intuit Pakistan, state your strategic action plans for the following issues

a - The need of lockdown in 2020.

b - The start of ‘work from home’ paradigm.

c - Going back to work from offices/workplaces after the alarming situation.

Q 5.2. Find out on what grounds the BCS Code of Conduct and ACM Code of Conduct are similar or different.