
PPIT ASSIGNMENT # 1

ROLL NO: 20K-0409 (SECTION A)

Answer 1:

Pros:

- It is easier and less costly to start and manage. Wise choice for Intuit Pakistan when it is in its initial phase.
- The owner has complete control and decision-making power. It will align with Ahmed's choice/preference as given in case.

Cons:

- The owner has unlimited liability. It can face challenges in scaling the business.

Taking reference from "culture and google" and "building a great place to work (Intuit India)" diverse team is important for innovation and adaptability for companies like Intuit.

Opinion:

Sole Proprietorship offers control, but risks and challenges linked with scalability and liability advice to consider other business entities. Having diversity in a company can contribute to success and sustainability of business in the long term.

Answer 2:

In a sole proprietorship, the owner has complete control, but when hiring employees there should be delegation of tasks. It will be matter of concern for Ahmed who is perfectionist.

Ahmed initial resistance to having diversity can affect organization culture. While remaining in sole proprietorship, his control, delegation, and liability can get affected.

Having diversity as highlighted in "Culture at Google" and "Building a great place to work" are important for the successful hiring of the new employee and adaptability in the organization.

Opinion:

The addition of a new employee in a sole proprietorship requires a thoughtful approach to delegation and diversity. Mr. Ahmed can listen to diverse ideas and delegate tasks while maintaining ethical standards and aligning values.

Answer 3:

It is not written directly in slides/pdfs about exit plans so giving opinions based on understanding them.

1. In partnership there should be a clear and agreed exit plan to avoid conflicts.
2. It should be written how partnership will be valued and how the leaving partner's share will be distributed.
3. It should protect the interests of all partners and business by mentioning the methods and terms and conditions for exit.

Opinion:

Having a good plan for how to leave a business partnership is a smart move. It helps to deal with any future problems or changes before they become big issues. This plan makes everyone feel safe which makes the business successful.

Answer 4:

"Building a great place to work" tells the importance of diversity like diversity of ideas/thoughts and adaptability.

Not welcoming arguments from team members can lead to decreased employee morale due to lack of voice. VOE is important. Ahmed's approach of not welcoming arguments from team members can negatively impact the working environment of his company.

From "Culture at Google" participative decision-making process is important in making a positive and collaborative organizational culture.

Opinion:

The leadership approach that embraces open dialogue, diverse ideas, and decision-making is important to make a good working environment. It will boost employee morale and growth in the organization.

Answer 5:

For this I will take reference from the "organization" slide.

Scaling up will add complexity and Ahmed will have to adapt and manage increased responsibilities and many tasks.

From "culture at google" positive culture can help in scaling up and innovation.

Scaling up will have a good impact on Ahmed's role. He will have to manage and delegate many tasks.

Opinion:

Scaling means growing a business in many ways. He needs to look at leadership and management. Everyone feels included and can adapt to changes in their roles is important to scale up. So, it is possible to scale up provided that Ahmed should create a culture where everyone feels included and can adjust to changes to make scaling successful.

Answer 6:

Points:

1. Taking reference from building great to work, diversity can produce innovation and adaptability by receiving different ideas.
2. Culture at google tells that diverse organization culture is important for collaboration and success for organization.
3. A diverse team can better understand diverse customers, it will expand market reach and improve customer relations.

Opinion:

So, diversity can bring positive changes to Intuit Pakistan by increasing creativity and innovation, improving communication and collaboration, and providing a more diverse customer base.

Answer 7:

According to "Drucker Managing oneself" values are important in maintaining ethical standards in personal and professional life.

The alignment of values between employees and employers will create a peaceful organizational environment.

For example: an organization that values open communication will promote feedback and dialogues thus will create an environment of trust and respect.

So, when employee connects with the organizational values, it will increase their engagement and job satisfaction.

For example: A company which values employee development will get higher job satisfaction levels and employees feel valued and motivated.

Opinion:

Values are like a moral guide for both employees and employers. When everyone in a company shares the same values, it's important for making a good and peaceful workplace. This helps people do the right thing, work together, and be happy with their jobs.

Answer 8:

Violations in Conduct:

Ahmed's hesitation to accept diversity and disagreements can be seen as not including everyone, which can break the rules of BSC code of conduct.

Suggested Behavior:

Ahmed should be more welcoming to different ideas/thoughts and act ethically in his decisions and actions.

Opinion:

Following BSC code of conduct is essential for maintaining an organization's integrity and respectful work environment. It is important for Ahmed to adopt inclusive and ethical behavior to build a united and peaceful team and organizational culture.