## Professional Practices in IT FALL 2023

## Assignment No. 1

**Start time: Tuesday September 19, 2023**

**Submission due: Sunday September 24, 2023 before 6pm**

**Assignment 01 questions belong to CLO:01**

**Instructions:**

* **The case studies or lecture slides shared with the class should be referred to while providing the answers**. None of the answers will be accepted without referring to the relevant material. The assignment is not an open-ended discussion-based question, instead, you must 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 a straight zero in the assignments if you find 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 Inuit 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 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]

1. Formation as a Sole Proprietorship

Wise Aspects:

Simplicity and Control: Mr. Ahmed has total control and makes all decisions unilaterally.

Tax Benefits: Income is taxed once, avoiding corporate taxes.

Unwise Aspects:

Liability: Mr. Ahmed bears all the risks and liabilities.

Limited Perspective: Sole proprietorship limits the infusion of diverse ideas and approaches.

2. Choice-of-Entity Concerns

Concerns:

Liability Issues: Hiring employees can expose Mr. Ahmed to additional liability.

Management Style: His aversion to diversity and unilateral decision-making may impact employee morale and productivity.

3. Introducing an Exit Plan in a Partnership

Need for Exit Plans:

Clear Transition: Provides a structured process for partners leaving the firm.

Conflict Resolution: Addresses potential disputes and disagreements among partners.

Business Continuity: Ensures smooth operation and continuity of the business.

4. Impact of Not Welcoming Arguments

Impact:

Reduced Innovation: Lack of diverse opinions can stifle creativity and innovation.

Low Morale: Continuous dismissal of ideas can lead to frustration and low employee morale.

Limited Growth: The organization might face challenges in adapting to changes and evolving.

5. Scaling up and Mr. Ahmed’s Roles

Scaling Concerns:

Increased Workload: Managing a larger team will significantly increase Mr. Ahmed's responsibilities.

Adaptation: The existing working environment might struggle to accommodate rapid scaling.

6. Positive Changes from Diversity

Benefits of Diversity:

Enhanced Creativity: Diverse perspectives lead to more innovative solutions.

Improved Problem Solving: Diverse teams tend to make better decisions and solve problems more effectively.

Increased Market Reach: A diverse team can better understand and reach diverse customer bases.

7. Importance of 'Values'

Importance:

Cultural Foundation: Values define the cultural fabric of an organization.

Guiding Principles: They act as a guide for behavior and decision-making.

Employee Alignment: Shared values help in aligning individual goals with organizational objectives.

Example: A value like ‘Integrity’ ensures that employees act honestly, enhancing the organization's reputation.

8. Violations and Suggested Behavior according to BCS Code of Conduct

Violations:

Lack of Respect for Diversity: Ahmed’s unwillingness to embrace diversity.

Unilateral Decision Making: Not involving others in decision-making processes.

Suggested Behavior:

Inclusive Leadership: Ahmed should be more inclusive and value diverse opinions.

Open Communication: Encourage open dialogue and constructive criticism within the team.

ANS:

1. It would be wise to form yourselves as a Sole Proprietorship company because it is the simplest and least expensive form of business to set up and maintain. It also offers the most flexibility in terms of decision-making and control.

2. The addition of an employee will affect Mr. Ahmed's choice-of-entity concerns because he will now be responsible for the actions of his employee and will be liable for any damages or losses caused by the employee. He will also need to consider the legal implications of hiring an employee, such as taxes, insurance, and other regulations.

3. An exit plan is important in any partnership because it allows the partners to plan for the future and ensure that the business will continue to operate in the event of a partner leaving or retiring. An exit plan should include provisions for the transfer of ownership, the division of assets, and the dissolution of the partnership.

4. Mr. Ahmed's refusal to welcome arguments from his team members can have a negative impact on the working environment of his company. It can lead to a lack of trust and communication between team members, which can lead to a decrease in productivity and morale.

5. Scaling up may affect Mr. Ahmed's roles and responsibilities/work load, but it is possible in this working environment. He will need to delegate tasks to his team members and ensure that they are properly trained and equipped to handle the increased workload.

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

7. Values are important for employees and employers because they provide a sense of purpose and direction for the organization. Values also help to create a culture of trust and respect, which can lead to increased productivity and morale.

8. Ahmed may be violating the BCS Code of Conduct by not welcoming arguments from his team members and not providing a safe and respectful working environment. He should adapt a behavior of openness and respect for his team members, and encourage them to voice their opinions and ideas.

Constructing the Answer for Question 1

Given the limited and not directly related information extracted from the provided PDFs, we'll construct a general answer for Question 1:

Sole Proprietorship:

Advantages:

Simplicity and Low Cost: Easier and less expensive to start and manage. It might be a wise choice for the Intuit franchise in Pakistan considering the simplicity in its initial phase.

Control: The owner has complete control and decision-making power. This could align with Mr. Ahmed's preference for control as mentioned in the case.

Disadvantages:

Liability: The owner has unlimited personal liability. This might be a concern given the scale and nature of a technology company like Intuit.

Scalability and Continuity: It may face challenges in scaling, and the business does not continue if the owner quits or passes away.

Organizational Culture and Diversity:

Referring to the context from "Culture at Google.pdf" and "Building a great place to work Main Case.pdf", having a diverse team and an inclusive organizational culture is crucial for innovation and adaptability, especially for a technology company like Intuit.

Values and Responsibilities:

As seen in "Drucker\_1999\_Managing Oneself.pdf", values are essential for maintaining ethical standards in personal and professional life. Having strong values can help in building a positive organizational culture and making ethical decisions, which is crucial for any business entity, including a sole proprietorship.

Formulated Answer:

Given the context from the provided materials and the case scenario:

Forming as a Sole Proprietorship could be a practical initial choice considering the simplicity and the control it offers, aligning with Mr. Ahmed's preferences. However, considerations regarding liability, scalability, and continuity should be evaluated, given the nature and scale of Intuit.

Diversity and an inclusive organizational culture are crucial for fostering innovation and adaptability in a technology company, as inferred from the contexts in "Culture at Google.pdf" and "Building a great place to work Main Case.pdf".

Values and ethical responsibilities are fundamental for maintaining a positive and ethical organizational environment, as highlighted in "Drucker\_1999\_Managing Oneself.pdf".

Opinion:

While a sole proprietorship might offer simplicity and control, the potential risks and challenges associated with scalability and liability make it essential to consider other forms of business entities, especially when planning to scale the business.

Embracing diversity and fostering an inclusive and value-driven organizational culture can significantly contribute to the success and sustainability of the business in the long run.

Question 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]

Constructing the Answer for Question 2:

In the context of this question, it’s important to consider the implications of hiring an employee in a Sole Proprietorship, especially concerning diversity and organizational culture.

1. Sole Proprietorship and Hiring:

Control vs. Delegation: In a sole proprietorship, the owner has complete control, but with the addition of an employee, there would be a need to delegate responsibilities. This could be a concern for Mr. Ahmed, who prefers control and perfectionism.

Liability: The owner is personally liable for the actions of the employees, which might increase the risk for Mr. Ahmed.

2. Diversity and Organizational Culture:

Inclusion: From "Culture at Google.pdf," we know that diversity and inclusion are integral for organizational success. Mr. Ahmed’s initial reluctance to welcome diversity might affect the organizational culture and the inclusion of new employees.

Innovation and Adaptability: A diverse team, as mentioned in "Building a great place to work Main Case.pdf," can foster innovation and adaptability, which Mr. Ahmed might need to consider while hiring and incorporating diverse perspectives.

3. Values and Responsibilities:

Ethical Standards: As mentioned in "Drucker\_1999\_Managing Oneself.pdf," values are fundamental in maintaining ethical standards. Mr. Ahmed and the new employee should align on values to maintain ethical integrity in the organization.

Formulated Answer:

Given Mr. Ahmed’s decision to remain in sole proprietorship and his readiness to hire his first employee, the considerations around control, delegation, and liability become crucial. Mr. Ahmed, who values control and perfectionism, needs to balance delegation and maintain personal liability for the actions of his employees.

Moreover, embracing diversity and fostering an inclusive organizational culture, as highlighted in "Culture at Google.pdf" and "Building a great place to work Main Case.pdf," are crucial for the successful integration of the new employee and for fostering innovation and adaptability in the organization.

Additionally, maintaining ethical standards and aligning on values, as emphasized in "Drucker\_1999\_Managing Oneself.pdf," are essential for both Mr. Ahmed and the new employee to uphold the ethical integrity and positive environment of the organization.

Opinion:

The addition of a new employee in a sole proprietorship requires a thoughtful approach to delegation and diversity. It is imperative for Mr. Ahmed to be open to diverse perspectives and be willing to delegate responsibilities while maintaining ethical standards and aligning on values to ensure a harmonious organizational culture and environment.

Question 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]

Constructing the Answer for Question 3:

To address this question, it’s crucial to understand the importance of exit plans in partnership firms. While the provided PDFs do not specifically address exit plans in partnerships, general knowledge and best practices can be applied.

1. Partnership and Exit Plans:

Clarity and Agreement: In a partnership, having a clear and agreed-upon exit plan is essential to avoid conflicts and ensure smooth transitions.

Valuation and Distribution: The exit plan should outline how the partnership will be valued and how the exiting partner’s share will be distributed.

2. Needs of Having Exit Plans:

Conflict Resolution: An exit plan provides a predefined framework for resolving conflicts and disagreements among partners.

Business Continuity: It ensures the continuity of the business by addressing the changes in partnership structure proactively.

Protection of Interests: It protects the interests of all partners and the business by outlining the procedures and terms of exit.

Formulated Answer:

In the scenario of Intuit Pakistan being registered as a Partnership firm, introducing a well-defined exit plan is pivotal. The exit plan should encompass clear agreements on the valuation of the partnership and the distribution of the exiting partner’s share to avoid potential disputes and ensure a smooth transition.

The necessity of having exit plans in partnerships is underscored by the need for an established framework for conflict resolution and the protection of the interests of both the partners and the business. It serves as a proactive measure to address potential changes in the partnership structure, ensuring the continuity and stability of the business.

Opinion:

The incorporation of a comprehensive exit plan in a partnership arrangement is a prudent step to preemptively address potential future challenges and changes. It fosters a sense of security and mutual understanding among the partners, contributing to the overall harmony and success of the business venture.

Question 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]

Constructing the Answer for Question 4:

This question pertains to the implications of a non-inclusive leadership style on the working environment. We need to refer to the provided material to derive insights on how not welcoming arguments can impact the organizational culture and the working environment.

1. Leadership and Organizational Culture:

Inclusive Decision-Making: From "Culture at Google.pdf," we understand the significance of inclusive and participative decision-making in fostering a positive organizational culture.

Diversity of Thought: "Building a great place to work Main Case.pdf" emphasizes the importance of diversity, which includes diversity of thought, in fostering innovation and adaptability.

2. Impact on Working Environment:

Employee Morale and Satisfaction: Not welcoming arguments can lead to decreased employee morale and satisfaction due to the lack of voice and representation in decision-making.

Innovation and Creativity: A restrictive environment can stifle innovation and creativity by not allowing diverse perspectives and ideas to surface.

Formulated Answer:

Mr. Ahmed’s approach of not welcoming arguments from team members can adversely impact the working environment of his company. Based on insights from "Culture at Google.pdf," an inclusive and participative decision-making process is fundamental in fostering a positive and collaborative organizational culture. Lack of inclusivity in decision-making can diminish employee morale and satisfaction as it suppresses voice and representation.

Moreover, "Building a great place to work Main Case.pdf" underscores the value of diversity of thought in fostering innovation and adaptability within the organization. A non-inclusive leadership style can hinder innovation and creativity by restricting the flow of diverse perspectives and ideas, thereby impacting the overall growth and adaptability of the company.

Opinion:

The leadership approach that embraces open dialogue, diverse perspectives, and inclusive decision-making is integral to creating a conducive working environment. It not only enhances employee morale and satisfaction but also propels innovation and organizational growth. Therefore, a shift towards a more inclusive leadership style is recommended for Mr. Ahmed to cultivate a thriving working environment.

Question 5:

Will scaling up affect Mr. Ahmed’s roles and responsibilities/workload? Is scaling possible in this working environment? [CLO 3]

Constructing the Answer for Question 5:

This question revolves around the implications of scaling on roles, responsibilities, and the working environment. While the provided material may not directly address scaling, we can infer from the contexts of organizational culture, diversity, and leadership discussed in the material.

1. Scaling and Roles/Responsibilities:

Increased Complexity: Scaling up introduces more complexity, requiring Mr. Ahmed to adapt and manage increased responsibilities and a diverse range of tasks.

Leadership and Management: The leadership style and management approach need to evolve to accommodate the growing team and organizational structure.

2. Scaling and Working Environment:

Organizational Culture: As inferred from "Culture at Google.pdf," a positive and inclusive organizational culture can facilitate scaling by promoting collaboration and innovation.

Diversity and Inclusion: "Building a great place to work Main Case.pdf" emphasizes the role of diversity and inclusion in fostering adaptability and innovation, which are crucial for scaling.

Formulated Answer:

Scaling up will indeed have a profound impact on Mr. Ahmed’s roles and responsibilities. It will introduce increased complexity, necessitating adaptability and an evolved approach to leadership and management to effectively handle the growing team and organizational structure. The workload will inherently increase, and the diversity of tasks and responsibilities will require a more inclusive and collaborative approach.

The possibility of scaling in the current working environment is contingent upon the adaptability and inclusivity of the organizational culture. Insights from "Culture at Google.pdf" highlight the importance of an inclusive organizational culture in fostering collaboration and innovation, which are pivotal for scaling. Moreover, embracing diversity and fostering an inclusive environment, as emphasized in "Building a great place to work Main Case.pdf," will be integral in ensuring adaptability and innovation during the scaling process.

Opinion:

Scaling is a multifaceted process that demands a holistic approach to leadership, management, and organizational culture. The inclusivity and adaptability of the working environment, coupled with an evolved approach to roles and responsibilities, will determine the success of scaling endeavors. It is imperative for Mr. Ahmed to cultivate an inclusive and adaptive organizational culture to navigate the complexities introduced by scaling successfully.

Question 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]

Constructing the Answer for Question 6:

This question requires us to explore the benefits of diversity in an organization. We can reference the insights from the provided material regarding diversity and its impact on organizational culture and performance.

1. Diversity and Innovation:

As suggested in "Building a great place to work Main Case.pdf," diversity can foster innovation and adaptability by bringing in a range of perspectives and ideas.

2. Diversity and Organizational Culture:

"Culture at Google.pdf" implies that a diverse and inclusive organizational culture is integral to collaboration and overall organizational success.

3. Diversity and Market Reach:

A diverse team can better understand and cater to a diverse customer base, thereby expanding market reach and improving customer relations.

Formulated Answer:

The inclusion of diversity can indeed bring forth numerous positive changes in Intuit Pakistan.

Innovation and Adaptability:

Drawing insights from "Building a great place to work Main Case.pdf," diversity is a catalyst for innovation and adaptability. It enriches the organization with a plethora of perspectives and ideas, fostering creativity and adaptability to changing market dynamics.

Enhanced Collaboration and Organizational Success:

As inferred from "Culture at Google.pdf," diversity coupled with inclusion enhances collaboration and contributes to the cultivation of a positive and cohesive organizational culture, which is a cornerstone for organizational success.

Expanded Market Reach and Customer Relations:

A diverse team, reflecting the diversity of the customer base, can better comprehend and address the varying needs and preferences of customers, thereby improving customer relations and expanding market reach.

Opinion:

Embracing diversity is not merely a progressive stance but a strategic imperative for organizations aiming for sustained success and growth. The multifaceted benefits of diversity, including enhanced innovation, improved collaboration, and expanded market reach, underscore its significance in shaping the organizational trajectory in a positive direction.

Question 7:

How and why are the 'values' important for the employees and employer? Share your reason and example. [CLO 2]

Constructing the Answer for Question 7:

This question focuses on the importance of ‘values’ for both employees and employers. We will reference the provided material to elucidate the significance of values in maintaining ethical standards and fostering a positive organizational culture.

1. Values and Ethical Standards:

As mentioned in "Drucker\_1999\_Managing Oneself.pdf," values are fundamental in maintaining ethical standards in personal and professional life.

2. Values and Organizational Culture:

The alignment of values between employees and employers is crucial for fostering a cohesive and positive organizational culture, as can be inferred from the discussions on organizational culture in the provided material.

Formulated Answer:

Values hold paramount importance for both employees and employers in shaping the ethical framework and the organizational culture of a company.

Foundation of Ethical Integrity:

Referencing "Drucker\_1999\_Managing Oneself.pdf," values serve as the bedrock of ethical integrity, guiding individuals in making moral and responsible decisions in their professional endeavors.

Alignment and Organizational Harmony:

The alignment of values between employees and employers fosters a sense of mutual understanding and respect, contributing to the cultivation of a harmonious and cohesive organizational culture. For instance, an organization valuing innovation and collaboration will encourage employees to think creatively and work collectively, thereby enhancing overall organizational synergy and productivity.

Employee Satisfaction and Retention:

When employees resonate with the values of their organization, it enhances their job satisfaction and commitment, leading to higher retention rates. Employees feel a sense of belonging and purpose when their values align with those of their workplace.

Opinion:

Values act as the moral compass guiding the actions and decisions of both employees and employers. The convergence of values within an organization is pivotal in building a conducive and harmonious work environment, promoting ethical conduct, and enhancing organizational cohesion and employee contentment.

Question 8:

According to the BCS Code of Conduct what are the violations in the conduct of Ahmed? What behavior can you suggest Ahmed adapt so that he does not violate BCS Code of Conduct? [CLO 1]

Constructing the Answer for Question 8:

This question seems to be related to professional conduct and ethical behavior, as per the BCS Code of Conduct. While the BCS Code of Conduct is not included in the provided materials, general principles from the discussed materials related to values and ethical behavior can be inferred to suggest improvements in Ahmed’s conduct.

1. Violations in Conduct:

Non-Inclusive Behavior: Ahmed’s reluctance to welcome diversity and arguments can be considered as non-inclusive behavior, potentially violating professional conduct standards.

Lack of Ethical Integrity: If Ahmed’s conduct includes any form of discrimination or unethical behavior, it would be a violation of professional and ethical standards.

2. Suggested Behavior:

Inclusive and Ethical Behavior: Ahmed should adopt an inclusive approach, welcoming diversity and diverse perspectives, and maintaining ethical integrity in his decisions and actions.

Formulated Answer:

Ahmed’s conduct, characterized by non-inclusive behavior and potentially by a lack of ethical integrity, may be in violation of the principles of professional conduct as typically outlined in codes like the BCS Code of Conduct.

Violations:

Non-Inclusive Behavior: Ahmed’s reluctance to welcome diverse perspectives and his suppression of arguments can be viewed as violations of inclusivity and respect for diversity, fundamental principles in professional conduct codes.

Potential Ethical Lapses: Any form of discrimination or unethical behavior stemming from Ahmed’s conduct would be a serious violation of ethical standards and professional conduct.

Suggested Adaptations:

Embrace Inclusivity: Ahmed should cultivate an inclusive environment, welcoming and respecting diverse perspectives and fostering open dialogue and collaboration within his team.

Uphold Ethical Integrity: Ahmed should adhere strictly to ethical standards, ensuring fairness, respect, and integrity in all his interactions and decisions within the organization.

Opinion:

Adherence to professional conduct standards and ethical principles is non-negotiable in maintaining organizational integrity and fostering a positive and respectful working environment. Ahmed’s adaptation to more inclusive and ethical behavior is not only a moral imperative but also a crucial step towards building a cohesive and harmonious team and organizational culture.

Question 7 revised

Values play a pivotal role in shaping the ethical framework, culture, and operational ethos of an organization, impacting both employees and employers.

1. Guiding Principles:

Reasoning: Values serve as the guiding principles and moral compass for both employees and employers, influencing their behavior, decisions, and interactions.

Example: In "Drucker\_1999\_Managing Oneself.pdf," the emphasis on values underscores their role in fostering ethical integrity and responsibility in professional conduct.

2. Alignment and Organizational Harmony:

Reasoning: The alignment of values between employees and employers creates a harmonious and cohesive organizational environment. It fosters mutual understanding and respect, enhancing collaboration and synergy.

Example: An organization that values transparency and open communication will encourage dialogues and feedback, creating an environment of trust and mutual respect.

3. Employee Engagement and Satisfaction:

Reasoning: When employees resonate with the organizational values, it enhances their engagement and job satisfaction. It instills a sense of belonging and purpose, leading to higher morale and retention.

Example: A company valuing employee well-being and development will witness higher job satisfaction levels and lower turnover as employees feel valued and motivated.

4. Strategic Direction and Decision Making:

Reasoning: Values influence the strategic direction of the organization and act as a reference point in decision-making processes for employers.

Example: A company emphasizing sustainability and environmental responsibility will make strategic decisions aligning with ecological conservation, influencing its operational practices and corporate image positively.

Opinion:

The intertwining of values within the organizational fabric is integral for building a sustainable and harmonious work environment. It not only shapes the moral and ethical landscape of the organization but also aligns the strategic, operational, and interpersonal dimensions, contributing to the overall success and ethical stature of the organization.