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## Case Study 1:- Breach of Agreement (Teaching Note) ∞

The case study "A Breach of Agreement" focuses on the moral and legal issues related to Phaneel Murthy, the CEO of iGate, who was fired in May 2013. Allegations of sexual harassment and failing to disclose a connection with a subordinate led to dismissal from iGate. The corporation avoided paying severance by using the clause in his contract, claiming the charges were baseless and damaged his reputation. After over a year of litigation, the matter was settled out-of-court with iGate giving Murthy \$4.6 million.

This case study highlights the involvement in executive pay, with particular attention to severance plan. Murthy's contract had ambiguities that were a legal dispute. This case study provides a lesson to check each and every point before signing any agreement or contract law.



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## Case Study 2:- The 1996 Mount Everest Climbing Disaster

The 1996 Mount Everest tragedy is still regarded as one of the deadliest mountain climbing incidents in history. The incident which lost the lives of 8 climbers and is often examined as a case of team failure ~~and~~ under extreme conditions. A narrowly defined purpose, directive leadership and inability to recognize poorly defined problems were found to be the ~~the~~ three main causes of disaster. The team's inability to adjust to shifting conditions, which had disastrous results.

The study also tells that how the inflexible emphasis on reaching the peak, coupled with excessive dependencies upon leader which leads to failure. Ultimately The ~~for~~ Everest tragedy is warning about the dangers of disregarding indicators, not communicating clearly and not changing course as circumstances change.



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## Case Study 38- Building A Great Palace To Work: Intuit India

The path taken by Intuit India in establishing a model workplace is highlighted in this case study. Major international corporation like Google and American Express were surpassed by Intuit India, which came in top place in the 2017 Great Place to Work (GPTW) rankings in India. The company's main goal was to increase staff participation by establishing an environment of trust, pride and friendship. Vijay Anand, the key of leadership was crucial in this regard and placed a strong emphasis on the work experience.

The success of firm may be attributed by Intuit's employee-centric practices, which include flexible work schedules, inclusive workplace designs and talent recruiting tactics. Cutting edge initiative has been taken which improves company's performance overall.