**Usman Manzoor**

[**p19-0068@nu.edu.pk**](mailto:p19-0068@nu.edu.pk)

**TBW Assignment:**

**Question#5**

**Answer:**

**Part 1:**

The problems I addressed here are two ladies Miranda and Carlina have been sexually harassed or not.

**Part 2:**

As policies of the organization have been violated so, In the next step I will read the policy book of Princess Cruise Lines, Inc and check whether complaints are actually sexual harassments or not. First, I will check is there any misunderstanding because sometimes from misunderstanding. An off-hand remark or off-color joke may be offensive to some but not to others. Then according to the incident corrective actions can be taken.

**Part 3:**

Yes, they behaved offensively towards Miranda and Carlina. Tomas has acted explicitly towards Marinda and implicitly towards Carlina whereas Esteban Phillipe has acted implicitly.

**Part 4:**

No, I believe Miranda’s short skirt doesn’t justify Thomas actions. He should have to respect her as a coworker and behave professionally.

**Part 5:**

I think there is cross cultural gap between employees as according to Marinda maybe she was comfortable with his outfit in his culture but for Tomas it is weird and offensive for him to see a girl in this type of dress.

**Part 6:**

As a Director of Human Resources First I will investigate the whole situation, I will listen each employee and check is they are on purpose or not. If there is any violation of the rules then I will warn Tomas for his behavior and ask him to apologize to the women further If any such conduct or communication submitted to me then my decision will affect his employment. For Esteban Phillipe, I will rusticate him because he passes a very shameful argument on her character. For Miranda she had to follow the organization dress code policy. I want all employees to behave professionally and not create a hostile climate for employees.

**Question#6**

**Ethics of Business Espionage:**

The type of ethics in business intelligence (BI) is the ethical principles of conduct that govern an individual in the workplace or a company in general. There is also more of a concern and motivator of companies to do what is right.

Companies must acknowledge that they have a common good to protect their local community, improve employee relations and promote informational press to the public.

For increasing firms, we must have e**mployee motivation** is defined as the level of energy, commitment, persistence and creativity that a company's workers bring to their jobs. It goes without saying that higher employee motivation leads to better engagement and productivity. Unsurprisingly, employee motivation has become one of the top priorities for most businesses.

Corporate espionage — sometimes also called **Business espionage**, **economic espionage**or **corporate spying is** the practice of using espionage techniques for commercial or financial purposes. We usually think of "espionage" in terms of spies working on behalf of one government trying to get information about another. But in fact, many of the same techniques — and even many of the same spies — work in both realms.

Legal Match [outlines a number of techniques](https://www.legalmatch.com/law-library/article/industrial-espionage-lawyers.html) that fall under the umbrella of business espionage:

* Trespassing onto a competitor's property or accessing their files without permission
* Posing as a competitor's employee in order to learn company trade secrets or other confidential information
* Wiretapping a competitor
* Hacking into a competitor's computers
* Attacking a competitor's website with malware
* Follow their blogs and social media profiles. This is where you should start. ...
* Track their brand. ...
* Find out what technologies they're using. ...
* Check their popularity. ...
* Check keywords they buy. ...
* Check their SEO. ...
* Check their display ads. ...
* Check their backlinks

Through business espionage a company can increase his firms. Business espionage is common now.