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**19k-0281**

**Section: H**

# **PROFESSIONAL PRACTICES - ASSIGNMENT # 1**

## **Question no 1.1)**

Great place to work (GPTW) is committed to helping organizations practice qualities, manners and behaviors that lead to making great workplaces. Their methodology is based on the key findings of 20 years of research – that the confidence between managers and staffs is the prime central characteristic of the very best workplaces. The GPTW institute study 2 aspects of organization in evaluating it a great place to work. 1) It planned a unique employee-centric framework in which an employee survey was used to measure employee trust, pride, and camaraderie in the organization. 2) In the second aspect a questionnaire had to be prepared and submitted by the organization to assess the culture, philosophy, and values of the organization. An organization must pass this assessment in order to be recognized by the GPTW as a best place to work.

## **Question no 1.2)**

The majority of leaders favor the customers because they are the ones who bring in the money. But it’s not as simple because obviously you know that the organizations won’t get any profit if the employee doesn’t do their work well. This is why I think employees matter as much as customer because Customer dissatisfaction leads to negative reviews. Employees, however, can also do the same.  There is no doubt that employee complaints can have as much influence as those of customers. So, when your employees are not equally satisfied, they won't give their best effort to meet your customers' needs. Lack of collaboration, productivity, transparency, and safety at work can cost you countless top talent. Innovating for your company is possible when you have happy and fulfilled employees. Your company will be able to move forward with breakthrough solutions created by them. Employees are the only real link between leadership and customers. If this link in a chain is weaken, it will lead to the whole chain falling apart, which affects the whole organization.

## **Question no 1.3)**

Intuit India innovation and adaption of best human practices. The intuit india created new strategies to improve its ranking from 10 to 1.

1. They established a culture of listening at their workplace. They built system that enabled and empowered the employees to express themselves freely.
2. Intuit India hired early talent, new graduates from universities and designed internships that enabled the student to get first-hand experience of the culture and later gave those employees job as well.
3. Intuit India introduced a framework called “Accessing for Awesome” that pinpointed the best employees for the particular role thus ensuring that the company hire only the best
4. They organized exercises to understand the talent landscape and analyze talent to be promoted to the next level. All employees met with managers for monthly check-ins to review and update goals. Helped employees evaluate their performance.
5. They gave their employees recognition for certain day and rewards. Like: Recognition in the moment and anniversary awards.
6. Intuit India offered a range benefits to their employees.

Apart from the above, there were many practices that contributed to Intuit India being recognized as a Great Place to Work by treating its employees favorably.

## **Question no 1.4)**

The soft aspect are obviously that create a great place to work, such as values, culture, leadership style and behavior, employee commitment and pride, which have helped Intuit India build a great place to work. Employees are the only real link between management and customers. Innovation in your company is possible only if your employees are happy and satisfied. That's what Intuit India has done. They put employees first, creating a great workplace where employees are free to work, express themselves, be recognized and rewarded for their work, and receive the benefits they want and need. I was.

## **Question no 1.5)**

Here are the key aspects that make your workplace a great place to work and a good fit for your current and future job roles:

1. Treat employees with respect. Each and every employee is an important human resource that must be nurtured, embolden, and respected.
2. Ensuring appreciation for good work that can increase work motivation.
3. Encourage cooperation over competition.
4. Increase flexibility. Employees may be allowed to work from home for a few days to provide a more comfortable and welcoming environment. Especially women who need more flexible work to cope with their responsibilities as mothers.
5. Create a culture of teaching, not blaming. Young and inexperienced leaders are in constant need of guidance and mentoring from more experienced seniors.

## **Question no 2.1)**

The measures/practices Intuit India takes to unveil the hidden talent (strengths) of an employee so that they assure him/ she is a right candidate for their organization are:

1. They organized monthly meeting of employees with their managers to measure their performance. Discuss their goals to make sure that the person hired in their organization is doing their job fine.
2. Intuit India introduced a framework called “Accessing for Awesome” that pinpointed the best employees for the particular role thus ensuring that the company hire only the best.

## **Question no 2.2)**

Recently recruited representatives generally find it hard to get along with different workers, seniors.. Competitive environment can be a reason that every employee feel lack of confidence. To avoid such problems with coworkers. Seniors, managers, we need to keep in mind the “Responsibility of Relationships”. Each manager should understand its own team member, assist them with recognizing their assets, and guide them so they can work effectively making use of their strengths as opposed to passing on them to sort out all alone. ”. As example given in “Managing Oneself” that high grade specialists must educate the marking VP and marking VP must educate and communicate with her co-workers. Then comes “Trust”, which means to understand one another because “trust builds organizations not force”. [Reference: “Responsibility for Relationships”].

## **Question no 2.3)**

## When employee values and an organization are incompatible, there will be conflict and frustration, and the employee may decide to leave the company. For a person to achieve results and avoid frustration, his or her values must be aligned with the values of the organization. They must be exactly the same as the organizations. In the "Managing Oneself" article there is an example of a human resource manager who quit due to conflicts between her work and the organization. We will lose employees if values are not considered. As a measure of whether there has been personal growth, we should conduct a "mirror test." Personal growth will produce the results. The second church, which believes in spiritual growth, retained far more newcomers than the first church which measured success by number of newcomers. [Reference: “What Are My Values”]

## **Question no 3.1)**

The weekly "Thank God Friday Meetings" are a great exercise to gain insight from staff on progress and to keep staff updated on new developments within the organization. These meetings can give employees the opportunity to question and challenge management. Other tanning jobs that provide employees with breaks, provide a cafeteria to relax in during their free time, and allow employees to interact with customers are great. Because its important to have informal places for people to interact.

## **Question no 3.2)**

Aspects such as benefits, compensation and incentives, or aspects such as employee values, culture, leadership style and behavior, commitment and pride can be reasons for being recognized as a great place to work. As Lazlo said in an interview, an employee's workload can be reduced by removing other concerns such as: B. Offer services like car washes, dry cleaning, and laundry. Providing cafeterias and common areas where people can interact helps them innovate and generate new ideas. Create a respectful environment for employees to work without fear of harassment, racism or disrespect. All of this can make your company a great place to work.

**Question no 3.3)**

The companies that pay full consideration and put high effort to shape an excellent culture in their workplace always benefit. A 2017 study found that fifty of his employees are close to quit their jobs thanks to poor company culture. We want to stay in mind that different people have different values and ways of working. All employees must be able to work according to their strengths. Employees should be given opportunity to speak and give their opinion regarding project, suggest new ideas so that they feel more motivated and productive and work accordingly.

**Question no 4.1)**

Limited company has both advantages and disadvantages but it would be wise to form yourself into limited company because a limited company is a separate legal entity as such it is responsible for its own rights for everything it does. The company finances are separate from the personal finances of the owners. This guarantees more protection for the owners and shareholders. Being in limited company often creates a sense of confidence among both supplier and customers. This increases the credibility of business. There are some larger organization that prefer not to deal with businesses that are not limited Business can be managed freely by members. The cost associated with a limited company aren’t significantly greater than non-limited businesses.

**Question no 4.2)**

1. Ability to be able to access specialist expertise. Suppliers with greater capabilities and higher quality.
2. Reduce cost if outsource suppliers is able to provide at lower cost. The cost of hiring staff/professionals, maintenance, and training are also cut down.

**Question no 4.3)**

The exit planning process provides the company with a clearly defined action plan. Developing new opportunities and capitalization. Stay productive to keep your business in good shape.  Contributing to the growth of the organization and making the right decisions.

**Question no 5.1)**

1. The need of lockdown in 2020.
2. Order online because e-commerce and online shopping can be a great medium to make people life easier.
3. Video chat service.
4. Maintain team engagement to keep the spirit up.  
   Communication with Stakeholders.
5. Beginning of the “work from home” paradigm.
6. Set up a functional workspace.
7. Weekly reporting, scrum meeting to monitor employee performance.
8. Employees can work more efficiently by defining clear goals to achieve at home.
9. Returning to work from the office/workplace after an alarming situation
10. Organize your day so you can integrate at your own pace
11. Review of pre-inauguration ceremonies
12. Be kind to yourself

**Question no 5.2)**

Both ACM and BCS Codes of Conduct support the importance of respecting the work that is put into producing creative ideas, inventions, creative work, and computing artifacts. Both contribute to a better understanding of technology. The technological expertise is maintained and improved. Assist their colleagues and coworkers in their professional endeavors. Increasing competitiveness between companies is a priority.