

Assignment No. 2 (PPIT)

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20K-0190

BCS-7B

Question 01: The iGATE management's mistakes in terminating Mr. Murthy were multifaceted. They failed to provide transparency regarding the reasons for his termination, prematurely acted on an ongoing investigation, neglected to consider the potential impact on employees' morale and the company's overall stability, and allowed the termination to have a detrimental effect on the company's stock price.

Question 02: Mr. Murthy filed a lawsuit against iGATE, alleging several breaches of agreements, such as his employment and stock option agreements, as well as false promises and withheld wages. He claimed that his termination by iGATE was improper, leading to the withholding of his vested stocks, termination benefits, and medical benefits. Moreover, he sought compensation for harm to his reputation caused by defamatory statements made by iGATE to both investors and the general public.

Question 03:

A

1. Quality Assurance: MK Private is interested in receiving high-quality UI/UX designs for rapid prototyping jobs to maintain the standard of their projects.
2. Cost Efficiency: MK Private wants to continue offering competitive rates for projects to ensure cost-effectiveness.
3. Timely Delivery: MK Private seeks timely delivery of the UI/UX designs to meet project deadlines.

B

1. Retention Strategy: SFs are concerned about retaining their UI/UX talent and want flexibility to work with freelancers and early career starters.
2. Skill Diversity: SFs aim to diversify their skill set by incorporating different levels of experience into their team.
3. Scalability: SFs want the ability to scale their team size to accommodate an increased workload from MK Private.

C

To safeguard MK Private's interest in receiving high-quality UI/UX designs, a point in the SLA could be: "In the event that MK Private identifies any deficiencies in the delivered UI/UX designs, MK Private shall promptly notify SFs in writing. SFs shall, within 7 business days from the date of notification, make necessary revisions to address the identified deficiencies and ensure that the designs meet the quality standards specified in the SLA. MK Private shall have the right to request up to 3 revisions for each project to achieve the desired quality. In the event that MK Private remains unsatisfied after the 3 revisions, both parties shall engage in good faith discussions to find an amicable resolution, which may include termination of the project with an agreed-upon payment."