

### **Activity- SPI (Finals)**

1. You are a recruiter of IT talent for a headhunter firm. A senior manager from one of the major software development firms in the area is on the phone with you, demanding that you stop contacting her employees about job opportunities with competing firms. She explains that senior executives at her firm all sign a noncompete clause as part of their employment contract. How do you respond?

#### **Answer:**

I'll recognize her worries and reassure her/him that we take these kinds of agreements seriously. I would clarify that these agreements define ethical and legal parameters that our hiring procedures are made to adhere to. Aside of that, I'll apologize for any inconvenience this may have caused.

2. You have been asked by the CEO of your software organization to hire and manage a small group of software developers in an attempt to reverse engineer the latest release of the software by your leading competitor. The goal of the group will be to identify features that could be implemented into the next few releases of your firm's software. Would you consider hiring software developers from your competitors to start this group? Why or why not?

#### **Answer:**

For this reason, No. I would not consider hiring software developers from my competitors to start this group. I believe that undertakings involving the reverse engineering of my competitor's software could potentially raise legal and unethical issues particularly where those actions involve infringements on intellectual property rights.

3. You are interviewing for the role of human resources manager for a network hardware design and manufacturing firm. Over the last year, the firm has lost a number of high-level executives who left the firm to go to work for competitors. During the course of your interview, you are asked what measures you would put in place to reduce the potential loss of trade secrets from executives leaving the firm. How would you respond?

#### **Answer:**

I would respond in a way of enumerating and explaining the key measures to reduce the potential loss of trade secrets from executives leaving the firm. These includes the; Implementing strong non-compete and non-disclosure agreements for executives and key employees, providing ongoing training and education about protecting trade

secrets and confidential information, and establish clear policies and procedures for handling and safeguarding confidential information.