**PPIT Assignment#01**

**Name: Saman Khan**

**ID: 19K-0354**

**Section: H**

**Question#01**

**Part-1:**

Great Place to Work (GPTW) is dedicated to assisting organizations in exhibiting the traits, demeanors, and practices that result in outstanding workplaces. In determining whether a company is a great place to work, the GPTW institute looks at two components of it. The two suggested frameworks are:

* **Employee-centric Framework:** In this framework, through a survey of active employees, the GPTW institute gauges the level of friendship, pride, and trust between workers and the company.
* **Culture Audit:** In order to evaluate the organization's culture, philosophy, and values, a questionnaire had to be created and submitted by the organization in this framework.

To be recognized by the GPTW as a best place to work, an organization must pass this evaluation.

**Part-2:**

Customers are favored by the majority of leaders since they bring in the money. However, it's not that easy because you already know that if an employee doesn't execute their job successfully, the firm won't make any money. Employees who are not equally happy are less likely to put forth their best effort to satisfy customers. Employees are like air, says Brad Smith, CEO of Intuit Inc., "three minutes without them and you are done." You can lose tons of great talent if there is a lack of collaboration, productivity, openness, and safety at work. Employee satisfaction and happiness are prerequisites for innovation because it is these individuals who will propel any firm forward with ground-breaking ideas. Employees are the sole genuine link between management and customers, and if this link in a chain is weak, the entire chain will fall apart, which will have an impact on the entire firm.

**Part-3:**

Following are some of the steps that were taken by the management of Intuit India to improve its ranking from 10 to 1:

* They devised a system called "Accessing for Awesome" that identified the top candidates for each position, guaranteeing that the business only hires the best.
* They planned activities to comprehend the talent environment and assess talent for advancement. Every month, management and all staff gathered to discuss and revise goals and aided workers in assessing their effectiveness.
* They created the "Ask Vijay" portal, where employees may register their concerns and inquiries anonymously, to foster a culture of listening. In order to get timely input, the company launched a "Pulse" poll three times a year in 2016.
* They provided rewards for specific days, such as recognition and anniversary awards, to their staff. This significantly influenced the company's tendency. For instance, entire business divisions and leaders commemorate their employee’s five- and ten-year service anniversaries. Additionally, paid vacation days are given to staff who do well.
* To find early career potential, they began hiring students from prestigious colleges and universities. They offered them internships, and the bulk of them later joined the company. Additionally, "Design for Delight" innovation workshops were held to provide students with real-world experience.
* The company also introduced "Intuit-Again" for female technologists so that they may pick up where they left off in their careers. Through this campaign, the proportion of women employed by Intuit increased from 13% to 27%. Intuit created the "Intuit Ability Program" to provide work options for people with disabilities.
* Intuit also launched a campaign for its employees called "I am Intuit" to give them the impression of being supporters of the business rather than only participants.

**Part-4:**

Of all, it's the soft factors that make a workplace wonderful, such values, culture, leadership conduct, and employee devotion, pride, and leadership. This is what caused Intuit to jump from the top 10 to number one. Only if the employees are content and happy with their jobs will innovation be possible in the business. Intuit India has taken that action. They prioritize the needs of their employees, resulting in a terrific workplace where people can work freely, express themselves, and obtain the perks they require and want. The leadership style of Intuit teaches us that for the organization to advance and improve, managers and executives must relinquish their positions of authority and encourage teamwork and mutual learning. Learning from younger people shouldn't be considered improper. The actions of a true leader would include creating this culture.

**Part-5:**

Following are some things that I feel will help do to build great place to work:

* Create a culture of teaching rather than blaming as young and inexperienced leaders are always in need of direction and mentoring from more senior and knowledgeable individuals.
* Develop versatility and flexibility so that workers may work a few days from home, creating a warm, inviting, and friendlier atmosphere. Women, in particular, require more flexible work in order to balance their responsibilities as moms.
* Guaranteeing that good work is appreciated, which may boost motivation at the workplace.
* Valuing cooperation over competition and treating employees with respect. Each and every worker is a valuable human resource that has to be valued, encouraged, and respected.

**Question#02**

**Part-1:**

The following are some procedures used by Intuit India to reveal a candidate's hidden ability (strengths) and ensure that he or she is a good fit for their company:

* Utilizing the "Accessing for Awesome" framework they developed, they are able to identify the top candidates for each position, guaranteeing that the business hires only the best.
* To evaluate their performance, they scheduled a monthly meeting between the employees and their managers. To ensure that the person hired in their organization is executing their work well, they should discuss their aims.

**Part-2:**

The most crucial thing to remember is to take "Responsibility for Relationships" in order to avoid conflict with your superiors or coworkers when working with them. We must acknowledge that other people are just as unique as we are. The first key to effectiveness is to know your team members so that you can exploit their strengths and they can use yours. Taking ownership of communication is another way to prevent personality conflicts. High grade specialists must inform the marking VP, as an example from "Managing Oneself," and the marking VP must inform and communicate with her coworkers. Then follows trust, which entails mutual understanding since trust, not force, is what creates groups.

**Part-3:**

Any organization must prioritize values because if employee values and organizational values are incompatible, there will be conflicts and frustration, and an employee may end up quitting the company. The values of a person must align with those of the organization. For someone to create results and not become frustrated, they must at least more or less cohabit rather than be completely the same. Like the human resource manager who left her position after experiencing issues with her job and the organization, whose example is given in the "Managing Oneself" page. We would lose personnel if values were not taken into account. There should be a "mirror test" to determine whether or not personal progress is occurring. The outcomes will be the product of personal growth. Similar to the church discussed in the "Managing Oneself" page, the second church, which emphasizes spiritual development, kept a significantly higher percentage of newcomers than the first church, which judged its success by the quantity of entrants.

**Question#03**

**Part-1:**

I believe that the weekly "Thank God Friday Meetings" at Google are one of the traditions that contribute to creating a fantastic workplace and should be revitalized and mapped over Intuit cooperation. They are an excellent way to keep personnel informed of new developments inside the business and to get feedback on progress from staff. Employees may have the chance to challenge management during these meetings. Other tanning jobs that allow for breaks, a café for employees to unwind in during downtime, and client interaction are excellent because it's crucial to have areas where individuals can interact informally. Additionally, for employees to feel a sense of ownership, their right to free speech is essential.

**Part-2:**

Because of Intuit India's trip over 600 organizations, I believe that values, culture, leadership style and behavior, employee involvement, and pride create a place a fantastic place to work. Being ranked among the top 10 best places to work and rising to the top spot from among the top 10 due to the aforementioned factors. Despite the fact that free food, laundry, car washing, rewards, and incentives discourage workers from quitting their jobs and keep them motivated, for a GPTW, values, leadership, ownership, a culture of listening, diversity, and an employee network are essentials. Having cafeterias and communal spaces where people can mingle encourages innovation and the generation of fresh ideas. Establish a polite workplace where people may work without being concerned about harassment, racism, or disrespect. With all of this, your business may become a terrific place to work.

**Part-3:**

Companies with a responsible culture, and high effort always reap benefits. A 2017 survey found that 50% of employees are looking to leave their jobs because of the negative business culture. Intuit must therefore be part of the culture. They must to keep in mind that different persons have various working styles and values. Each employee must have the ability to play to their strengths. Different strengths will yield effective results. A 2015 study also shown that companies with strong cultures often create 2.6 times as much as companies with weaker cultures.

**Question#04**

**Part-1:**

Because a limited corporation is a separate legal entity, it is liable for its own rights for whatever it does. The financial affairs of the business are distinct from those of the owners personally. The owners and stockholders are assured of greater protection as a result. Customers and suppliers frequently feel more confident when dealing with limited companies. The credibility of business is boosted by this. Certain larger organizations choose not to work with unrestricted businesses. Members may freely control the business. Limited companies don't necessarily have higher costs than non-limited companies.

**Part-2:**

* **Flexibility:** Facilitates managing transient duties without spending excessively on hiring or firing practices.
* **Continuous workflow:** Permits jobs to be completed and issues to be resolved overnight.
* **Cost optimization:** Reduced expenses for hiring, training, software, rent, and taxes.

**Part-3:**

The company receives a well-defined action plan as a result of the departure planning process. It gives the business a clearly laid out plan of action and aids in creating new possibilities and capitalizing. To maintain your business in good shape, remain productive making the appropriate decisions and assisting in the organization's success.

**Question#05**

**Part-1:**

**A:**

* Interaction with interested parties.
* Video chat services.
* Online purchases.
* Keeping the group motivated and involved.

**B:**

* Regular scrum meetings and reporting.
* Create a useful workspace.
* Establish precise objectives to attain from home.

**C:**

* Be patient with yourself.
* Set up your schedule so that you may acclimate at your own speed.
* Reviewing rituals prior to entering the office

**Part-2:**

Respecting the work put into creating original concepts, innovations, creative works, and computer artefacts is emphasized in both the ACM and BCS Codes of Conduct. Both help people grasp technology better. The technological know-how is upheld and enhanced. Assist their coworkers and colleagues in their work-related activities. A primary priority is boosting business competition.