

Assignment 2 :-

S. Q2 :-

⇒ Q1

During the Instant Studio project in my Spring 2024 semester at FAST NUCES Lahore, I faced intellectual property (IP) considerations as I led the development of an image editing app using Kotlin and Jetpack Compose.

As the primary contributor to the project, I was responsible for creating the key components such as editing tools and the front-end design. Since the project was conducted within an academic setting, the ownership of the final product was not clearly defined, which raised important questions about IP.

1) Ownership :-

Even though it was a team project, the work imbalance made it crucial to clarify who contributed what. Since I handled most of the development, I kept track of my contributions and ensured that they were well documented. This was both for personal credit and to avoid misunderstandings.

2) Ethical Use of Materials :-

While building the project, we incorporated libraries and tools that were available under open-source licenses. We adhered to their licensing terms, we followed a clear guideline of not using copyrighted material without permission.

=> Q.2

-: 6 Transcribed

In a fast-growing multi-national company, balancing centralized control with the flexibility for local teams to innovate is essential. Drawing from my experience in project management, I would design a hybrid structure that integrates both central authority and decentralized decision-making at the team level.

1) Centralized Core functions :-

- Strategic decision-making like budgeting, long-term planning, resource allocation and company-wide policies would remain centralized. This ensures that all teams are aligned with the company's overall vision and objectives.
- Functions such as finance, compliance and major project approvals will also be managed centrally.

2) Autonomy for Regional Teams :-

- Teams in different regions will have the autonomy to manage their local projects, conduct R&D and adapt to the needs of their market.
- Regional leaders will manage local resources and make project management issues.

3) Key Areas :-

- i) Resource Allocation : Central leadership will provide general resource guidelines, but regional officers will have control over how resources are used locally.
- ii) R&D : Local teams will lead innovation efforts tailored to their regions, but they'll still collaborate with the central leadership.
- iii) Project Management : Teams will have the freedom to manage local projects but will report to central leadership.

Part-2 :-

E.Q <

- 1) Fragmentation :- With centralized decision-making, there's a risk that teams may become isolated, leading to inconsistencies.
- 2) Inefficiency :- Decentralized teams may run into inefficiencies due to slower decision-making when they need central approvals or uneven resource distribution.
- 3) Miscommunication :- With teams spread out geographically, there's a high risk of miscommunication, whether it's about project priorities, expectations or timelines.

=> Real Life Examples :-

- 1) At my role at Systems Limited, we had a decentralized approach to testing, where teams could adopt their processes but were required to follow central quality standards. Regular check-ins and collaborative discussions helped us avoid miscommunication and stay aligned with company's broader goals.
- 2) In the Instant Studio project, managing multiple modules with the team highlighted the need for clear communication. Regular integration checks and feedback loops ensured that all the team members were on the same page.

Date

=> Q.3

-: S-TechP

I would opt for a company-wide pay reduction over mass layoffs. While both choices are difficult, a pay reduction presents a more balanced solution, allowing the company to retain its talent while managing financial burdens.

→ Ethical Considerations :-

- 1) Fairness : A pay cut ensures that the financial burden is shared across the organization rather than a small group of employees
- 2) Employee Well-being : Higher paid employees could take a larger percentage cut compared to lower-paid employees to ensure fair distribution of the burden
- 3) Transparency : I'd be completely open about why this decision is being made, explaining that it's to save jobs & ensure the company survives

→ Legal Considerations :-

I will work closely with HR and legal teams to ensure that pay cuts are handled properly and comply with the local labor laws. In some cases, employee consent might be needed so we'll approach the situation with empathy and care

Date

Minimize Long-Term Damage :-

- 1) The pay cut should be a temporary solution. We will conduct extensive research and set clear financial goals to cater to employees' expectations.
- 2) Regularly update employees on the company's financial status.
- 3) Offer support services such as financial counselling and mental health resources.
- 4) To retain talent, offer extra vacation days and flexible work schedules.

Delivering the News :-

When delivering such difficult news, my focus would be on transparency and empathy. I'd start by clearly explaining the financial solution & why we're choosing pay cuts over lay-offs.

I'd emphasize that it is a shared sacrifice and that the upper management including myself would take a larger cut to show solidarity.

I'd also provide a clear path forward, explaining when we expect to restore full salaries. Regular updates will keep the employees informed whereas support services will offer them assistance.

Through open, honest communication, I'd aim to maintain trust & reassure the team that we're in this together.

Q. 4

1) Trademark: Since Fast8 has focused on branding for its products like Gladjan, Hadirr and Payung, trademark protection is essential. This will protect the names, logos & symbols associated with these software products.

Copyright: The software source code that automates HR processes should be protected under copyright law so others can not directly copy the software.

Patent: For innovative features like geo-fencing & biometric face tech patent protection can be sought. This would provide protection for technological processes & systems.

2) Patent: The virtual mapping system for flash memory would fall under the protection of a patent. This is because it is a unconventional & new method of managing memory access & storage. Patent would protect the specific technical processes that were part of this innovation.

3) Trade Secret: Google's search algo is a classic example of a trade secret. The algo is not publicly disclosed & Google takes great measures to keep it confidential for its own success.