FALL 2022

Short Answers

Question 1: Explain The Terms "Partnership" and "Company" .

ANSWER: "**Partnership**" refers to a business structure where two or more individuals share ownership and responsibility for the company's operations and liabilities.

"**Company**" typically refers to a legal entity formed by individuals, shareholders, or stakeholders to engage in business activities, usually with limited liability for its owners.

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Question 2: Explain the meaning of terms "Fixed Assets" and "Current Assets". Give an example of each.

Answer: "**Fixed Assets**" are long-term assets held by a company for the purpose of generating income. They are not intended for sale in the normal course of business. Examples include land, buildings, machinery, and vehicles.

"**Current Assets**" are assets that are expected to be converted into cash or used up within one year or one operating cycle, whichever is longer. Examples include cash, accounts receivable, and inventory.

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Question 3: Explain the purpose(s) of an appraisal system.

Answer: An appraisal system serves several purposes:

1. Performance Evaluation: It assesses individual or team performance against predetermined goals and objectives, providing feedback on strengths and areas needing improvement.

2. Feedback Mechanism: It offers employees constructive feedback on their performance, helping them understand their contributions to the organization and areas for development.

3. Goal Setting: It helps set clear and measurable objectives aligned with organizational goals, guiding employees' efforts and fostering accountability.

4. Developmental Tool: It supports employee growth and development by identifying training needs, skill gaps, and career progression opportunities.

5. Compensation Decisions: It informs decisions related to salary increases, bonuses, promotions, and other rewards based on performance levels.

6. Motivation and Engagement: It enhances employee motivation and engagement by recognizing achievements, providing opportunities for advancement, and fostering a culture of continuous improvement.

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Question 4: Differentiate between two organization structures: Structure by market structure and sector by technology.

Answer:

1. Market Structure:
  - Focus: Market segments, customer needs.
  - Key: Customer-centric, regional divisions.
  - Advantages: Tailored products, local responsiveness.

2. Sector by Technology:
  - Focus: Technological expertise, innovation.
  - Key: Innovation, R&D, specialized divisions.
  - Advantages: Technological edge, innovation focus.

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Question 5: What is informed consent? Explain how informed consent helps protect the individual privacy of internet users.

Answer: Informed Consent:
- Agreement with full understanding of risks and benefits.

Protecting Internet Users' Privacy:
- Empowers users to make informed decisions about data sharing.
- Ensures transparency and control over personal information.
- Helps comply with privacy regulations.

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Question 6: One of the important sections of the software engineering code of ethics is "The public interest". How can computing professionals protect the public interest?
Answer: Computing professionals can protect the public interest by:

1. Ensuring Safety and Security: Developing secure and reliable systems to safeguard public welfare and prevent harm.

2. Promoting Accessibility: Making technology accessible to all, regardless of ability, socio-economic status, or geographical location.

3. Respecting Privacy: Safeguarding individuals' personal information and respecting their right to privacy.

4. Maintaining Transparency: Being transparent about the capabilities and limitations of technology, as well as the potential risks involved.

5. Advocating for Ethical Use: Promoting ethical behavior and advocating against the misuse of technology for harmful purposes.

6. Continuing Education: Keeping abreast of advancements and ethical considerations in computing, and advocating for responsible innovation.

7. Adhering to Standards: Following professional codes of conduct and industry standards to ensure ethical decision-making and accountability.

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Long Answers

Question 1: With reference to the characteristics of the profession, comparing the information systems development profession (Computing Profession) with other professions such as medicine and law.

Answer:

1. Expertise and Specialization:
   - Medicine and law require extensive education and training in specific fields (medicine and law) to become licensed practitioners.

- Similarly, computing professionals undergo specialized education and training in information systems development, acquiring expertise in programming languages, software engineering principles, and system architecture.

2. Code of Ethics and Professional Standards:
   - Both medicine and law have well-established codes of ethics and professional standards that practitioners must adhere to, ensuring ethical conduct and accountability.
   - Likewise, computing professionals adhere to codes of ethics, such as the ACM Code of Ethics and Professional Conduct, which outline principles and guidelines for responsible computing practice.

3. Licensing and Regulation:
   - Medicine and law are regulated professions, requiring practitioners to obtain licenses to practice legally and adhere to professional regulations.
   - While computing is not universally regulated, certain aspects, such as data protection laws and certifications (e.g., Certified Information Systems Security Professional), contribute to professional standards and accountability.

4. Client-Centered Approach:
   - In medicine and law, practitioners often have direct interactions with clients or patients, providing personalized services tailored to individual needs.
   - Similarly, computing professionals engage with clients or stakeholders to understand requirements and develop customized information systems that meet specific business needs.

5. Continuous Professional Development:
   - Professionals in medicine, law, and computing are expected to engage in continuous learning and professional development to stay abreast of advancements in their respective fields.
   - This may involve attending conferences, workshops, or pursuing further education to enhance skills and knowledge.

While there are similarities between these professions in terms of expertise, ethics, and client-centered approaches, there are also differences shaped by the unique nature of their respective domains and practices.

Question 2: Identify some ways of protecting intellectual property rights in software. Describe the purpose of these approaches and explain how each of them can be used to protect property rights in software?

Answer:

1. Copyright Protection:

- Purpose: Copyright protection grants exclusive rights to the creators of original works, including software, preventing unauthorized copying, distribution, or modification.

- Explanation: By registering software under copyright laws, developers can enforce their rights against infringement, ensuring that others cannot reproduce or distribute their work without permission.

2. Patent Protection:

  - Purpose: Patents provide legal protection for inventions, including software algorithms or processes, granting exclusive rights to their use and implementation.

- Explanation: Software developers can patent innovative algorithms, methods, or software architectures, preventing others from using similar techniques without permission. However, patents must meet certain criteria, such as novelty and non-obviousness.

3. Trade Secret Protection:

  - Purpose: Trade secrets involve keeping valuable information confidential, such as proprietary algorithms, codebases, or business processes, to gain a competitive advantage.

- Explanation: Software companies can protect their trade secrets by implementing strict confidentiality measures, such as non-disclosure agreements (NDAs) with employees and business partners, restricting access to sensitive information, and using encryption or access controls to secure proprietary data.

4. License Agreements:

  - Purpose: License agreements define the terms of use for software, specifying the rights and restrictions granted to users regarding installation, copying, and distribution.

- Explanation: Developers can use license agreements, such as end-user license agreements (EULAs) or open-source licenses, to enforce intellectual property rights and regulate the use of their software. These agreements may include restrictions on reverse engineering, modification, or redistribution without permission.

5. Digital Rights Management (DRM):

- Purpose: DRM technologies control access to digital content, including software, by encrypting or embedding access controls to prevent unauthorized copying or distribution.

- Explanation: Software publishers can use DRM systems to protect their intellectual property by encrypting software files, implementing license verification mechanisms, or using digital signatures to authenticate legitimate users and deter piracy.

These approaches serve to safeguard the intellectual property rights of software developers, providing legal recourse against infringement and preserving the value of their creations in the digital marketplace.

Question 3: What is discrimination? Identify some of the most common grounds for discrimination. How does it affect human resource management?

Answer: Discrimination refers to unfair or unequal treatment of individuals or groups based on certain characteristics or traits. This treatment may occur in various contexts, including employment, education, housing, and public services. Discrimination can manifest in overt actions, policies, or practices, as well as subtle biases or prejudices.

Some of the most common grounds for discrimination include:

1. Race or Ethnicity:
 Discrimination based on race or ethnicity involves treating individuals unfavorably because of their race, skin color, nationality, or ethnic origin.

2. Gender:
 Gender discrimination occurs when individuals are treated differently or unfairly based on their gender identity or sex, including stereotypes, unequal pay, or limited career opportunities.

3. Age:
 Age discrimination involves treating individuals less favorably due to their age, particularly in employment decisions such as hiring, promotion, or termination.

4. Disability:
 Discrimination against individuals with disabilities involves failing to provide reasonable accommodations, accessibility, or equal opportunities in employment, education, or public services.

5. Sexual Orientation and Gender Identity:
 Discrimination based on sexual orientation or gender identity occurs when individuals face prejudice or exclusion due to their sexual orientation (e.g., LGBTQ+ status) or gender expression.

6. Religion:

Discrimination based on religion involves treating individuals differently because of their religious beliefs, practices, or affiliations.

7. Marital Status:
Discrimination based on marital status occurs when individuals face unfair treatment or exclusion due to their marital status, including being single, married, divorced, or widowed.

8. National Origin:
 Discrimination based on national origin involves treating individuals unfavorably because of their birthplace, ancestry, or cultural background.

Discrimination can significantly affect human resource management (HRM) in several ways:

1. Workforce Diversity and Inclusion:
 Discrimination undermines efforts to build diverse and inclusive workplaces by perpetuating biases and limiting opportunities for underrepresented groups.

2. Legal Compliance:
 HRM must ensure compliance with anti-discrimination laws and regulations, such as the Civil Rights Act, Equal Employment Opportunity (EEO) laws, and the Americans with Disabilities Act (ADA), to prevent legal liabilities and penalties.

3. Employee Morale and Engagement:
 Discrimination erodes employee morale, trust, and job satisfaction, leading to decreased productivity, higher turnover rates, and negative organizational culture.

4. Recruitment and Retention:
 Discriminatory practices can hinder recruitment efforts and limit the retention of talented individuals from diverse backgrounds, impacting organizational performance and competitiveness.

5. Training and Education:
 HRM plays a crucial role in implementing training programs and initiatives to raise awareness of diversity, equity, and inclusion issues, fostering a culture of respect and tolerance within the organization.

Addressing discrimination requires proactive measures, including policy development, training, enforcement of anti-discrimination laws, and promoting diversity and inclusion initiatives throughout all levels of the organization.

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