



**UNIVERSITY OF COLOMBO, SRI LANKA**



**UNIVERSITY OF COLOMBO SCHOOL OF COMPUTING**



**DEGREE OF BACHELOR OF INFORMATION TECHNOLOGY (EXTERNAL)**

***Academic Year 2009/2010 – 3<sup>rd</sup> Year Examination – Semester 5***

***IT5103 - Professional Issues in IT***

**CASE STUDY**

INFOMIND is a private company involved in IT related activities. The main function of this company is software development and marketing of computer hardware. The software company consists of two subdivisions. One subdivision (local division) caters to the local software market and the other subdivision (foreign division) acts as an agent (subsidiary) to a foreign software development company called ITGlobe which is located in a western country. INFOMIND has a total number of 130 employees out of whom 45 are females. A fixed amount as transport allowance is paid to all employees regardless of the distance to their residence from the company.

Normal working hours of INFOMIND are from 8.30 a.m. to 4.30 p.m. with a 45 minutes lunch break. In the two software development subdivisions, working hours depend on the nature and the deadline of the projects in hand. Generally, software developers and system analysts are required to work overtime. Overtime work is paid at special rates. After several complaints, the company adopted a policy to provide transport at the company's cost for those who leave the company premises after 7.00 p.m. This free transport is provided to the door step for all female employees and for the male employees of the foreign division. For the male employees of local software division who are the majority of late leavers, transport is provided to the nearest major town. The male employees of the local software division have expressed their displeasure for discriminating against them over those in the foreign software division. The company's explanation for this distinction was the limited availability of resources.

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