



## Mangala Technology

Mr. Ravinder Rao is a B.E. in Computer Science from Regional Engineering College, Surathkal and is working, as a Project Manager is Mangala Tech., a leading software company in India. Mr. Rao was an all-rounder, who did exceedingly well in his studies as well as other extracurricular activities. Though he secured admission for MBA at Manipal Institute of Management, due to financial constraints he discontinued his studies and joined Mangala Tech. He proved to be good in his job and within a short period of five years rose to the position of Project Manager.

Gradually, Mr. Rao began to feel dissatisfied with the work environment in general and his own work in particular. He wanted to get an MBA degree and as his desire remained unfulfilled, he felt restless. His friends suggested that he should meet his boss, Mr. K. K. Pai and discuss the matter with him. Mr. Rao requested Mr. Pai to sanction study leave for two years. Mr. Pai was not helpful and discouraged Mr. Rao by saying that for a talented person like Mr. Rao, an MBA degree would make no difference and moreover, the company had no such policies of granting study leave. After about a month Mr. Ravindra Rao put in his resignation.

### Questions:

1. Critically analyse the attitude and action of Mr. Ravindra Rao.
2. If you were Mr. K. K. Pai, what advice would you give Mr. Rao and why?