

I. IDENTIFICATION DATA

Thesis name:	Effect of Workplace Politics in Multicultural Organizations in India
Author's name:	SAGGAM Sandeep Kumar
Type of thesis:	master
Faculty/Institute:	Masaryk Institute of Advanced Studies (MIAS)
Department:	Department of Management doc. Galina Ostapenko, CSc.
Reviewer's department:	Masaryk Institute of Advanced Studies (MIAS)

II. EVALUATION OF INDIVIDUAL CRITERIA

Assignment <i>Evaluation of thesis difficulty of assignment.</i>	challenging
I consider the topic of final thesis to be very relevant and challenging in terms of professionalism for the master's degree being completed. The assignment is clearly formulated and understandable, and it corresponds to the direction of the requirements for the master's degree programme.	

Satisfaction of assignment <i>Assess that handed thesis meets assignment. Present points of assignment that fell short or were extended. Try to assess importance, impact or cause of each shortcoming.</i>	fulfilled with minor objections
The thesis is logically and evenly structured, and it is written in an academic style. In theoretical part of the thesis the main factors that lead to workplace politics and the methods used by companies to deal with them are identified. On the basis of qualitative and quantitative methodologies the data from employees of multicultural firms in India are collected and analysed. The recommendations for creating a more inclusive and harmonious workplace in multinational organization in India are presented, however, they are too general, on my opinion, and do not take into account industry specifics, the structure of a multinational teams and the different styles of management in different multinational companies in India and abroad. The final work fulfills the assignment, the goal is fulfilled.	

Method of conception <i>Assess that student has chosen correct approach or solution methods.</i>	outstanding
The submitted work demonstrates all the attributes of serious research. Methods for the goal fulfilment have chosen correctly. The author shows the ability to conduct independent analysis, and the individual statements are based on solid data.	

Technical level <i>Assess level of thesis specialty, use of knowledge gained by study and by expert literature, use of sources and data gained by experience.</i>	A - excellent.
The professional level of the work corresponds to the knowledge acquired as part of studies at the University.	

Formal and language level, scope of thesis <i>Assess correctness of usage of formal notation. Assess typographical and language arrangement of thesis.</i>	A - excellent.
The formal volume of thesis is sufficient; the language used is correct, fluent and without mistakes.	

Selection of sources, citation correctness <i>Present your opinion to student's activity when obtaining and using study materials for thesis creation. Characterize selection of sources. Assess that student used all relevant sources. Verify that all used elements are correctly distinguished from own results and thoughts. Assess that citation ethics has not been breached and that all bibliographic citations are complete and in accordance with citation convention and standards.</i>	A - excellent.
A coherent system of footnotes and references are presented. All bibliographic citations are complete and in accordance with citation convention and standards.	

Additional commentary and evaluation

Present your opinion to achieved primary goals of thesis, e.g. level of theoretical results, level and functionality of technical or software conception, publication performance, experimental dexterity etc.

Please insert your commentary (voluntary evaluation).

III. OVERALL EVALUATION, QUESTIONS FOR DEFENSE, CLASSIFICATION SUGGESTION

Summarize thesis aspects that swayed your final evaluation. Please present apt questions which student should answer during defense.

The master's thesis presented here is fully acceptable; the thesis fulfilled the set goal, and I hope that the student will be able to use it in practice in a more developed form.

Questions.

- 1. No doubt there are Indian-owned international companies and foreign-owned international companies in India as well. Are there any differences among them in the approaches to the workplace policies?**
- 2. How the national and organizational culture influence on employees' satisfaction and the decision-making processes to the workplace politics in different multinational companies in India?**
- 3. Several important recommendations for the improvement of workplace politics are presented in findings. How do you prioritize them while recommending for management to apply them in practice?**

I evaluate handed thesis with classification grade **A - excellent**.

Date: **1.6.2023**

doc. Ostapenko Galina CSc.