

CASE STUDY THREE

Murthy 35 years Chartered Accountant, works for a firm of Cas for the past five years. When he joined this fir, he was promised by the senior partners that if he does consistently well professionally and also bring enough business in, he would be made a partner in about 3 to 5 years' time. Murthy has done well professionally during this period. However, in spite of his best efforts, he has not been able to generate enough business as expected of him. Now, his partners have told him that he has to move to another city to head their branch there, generate enough business for the next 2 years and they would consider making him a partner after that. Murthy comes to you for help saying that at one level he wants to take up the challenge, but at another level he has lost interest at work. He is on leave for a month to consider this proposal to give a final reply. His wife is very upset and does not want to move out of the present location. He has started drinking and smoking. When you met him, you observed that he looked beaten, poorly dressed, sighing all the time talking with an anxious tone. He keeps saying, I do not know what is happening to me. I am so confused and demoralized. Murthy come for help.

Issues for discussions are ::

1. Why do you think Murthy is behaving this way ?
2. What are abnormalities you observe in Murthy ?
3. What would be your advice to Murthy and what help would you offer ?