

# Software Project Management

# Lecture 23

## Organizational Behavior

# Topics Covered

- Instruction in the best methods
- Motivation
- Working in Groups
- Becoming a Team
- Decision Making
- Leadership
- Organizational Structures

# Instruction in the best method

- When a new member of a team is recruited, the team leader will need to plan their induction into the team very carefully
- The team leader need to be access continually the training needs of their team member
- Some training might be provided by commercial training companies

# Motivation

- Maslows hierachy needs
- Herzbergs two factor theory
- The expectancy theory of motivation

# Working in group

- Formal group
- Task groups

# Becoming a team

It is suggested that team go through five basic stages of development

- Forming
- Storming
- Norming
- Performing
- Adjourning

# Becoming a team(Cont..)

Team need a balance of different type of people

- The chair
- The plant
- The monitor evaluator
- The shaper
- The team worker
- The resource investigator
- The completer finisher
- The compony worker



# Decision making

Decision can be categorized as being

- Structured
- Unstructured

# Decision making(Cont..)

- Some mental obstacle to good decision making
- Group decision making
- Obstacle to good group decision making
- Measure to reduce the disadvantages of group decision making

# Leadership

- Leadership is based on
- Position power
- Leadership style

# Organizational structures

- Formal versus informal structures
- Hierarchical approach
- Staff versus line
- Departmentalization
- Egoless programming
- Chief programmer teams