

Software Project Management

Lecture 24

Managing People and Organizing term

Topics Covered

- Introduction
- Managing people
- Understanding behavior
- Selecting the right person for the job

Introduction

There will be three main concern

- Staff selection
- Staff development
- Staff motivation

Understanding behavior

- Identifying the handling of people is important aspect of project management
- Effective & sensitive management of staff comes only from experience
- Discipline of organizational behavior

Organizational behavior a background

Taylor has three basic objectives

- To select the best people for the job
- To instruct them in the best methods
- To give incentives in the form of higher wages to the best workers

Organizational behavior a background(Cont..)

- The cash oriented or instrumental view of work of some manager can thus contrasted with a more rounded version of people in their place of work
- The two attitude were labelled Theory X and Theory Y by Donald McGregor

Organizational behavior a background(Cont..)

Theory X

- The average human has an innate dislike of work
- There is a need therefore for corecion, direction and control
- People tend to avoid responsibility

Organizational behavior a background(Cont..)

Theory Y

- External control and coercion are not the only way of bringing about effort directed toward an organizations ends.
- Commitment to objective
- The average human learn to accept and further seek responsibility
- The capability to exercise imagination and other creative quality is widely distributed

Selecting the right person for the job

- Taylor stressed the need for the right person for the job
- Many factors, such as the use of software tools and methodologies, affect programming productivity
- However one of the biggest difference in software development performance is between individuals

Selecting the right person for the job(Cont..)

- A general approach might be in recruitment process are
- Create a job specification
- Create a job holder profile
- Obtain application
- Examine CV's
- Interviews
- Other procedures