



TSU en Tecnologías de la Información Área Desarrollo de Software Multiplataforma

Nombre:

García Arreola Howard Isaí

Subject:

Software Development Process Management

Actividad:

Process of evaluation of performance

Grupo: 10-B

Profesor:

Ray Brunett Parra Galaviz

Fecha de Realización:

January 13th, 2025

Performance evaluation means many things to many people. Different subjects might use the same terminology to refer to a specific area, process or activities. In the end, it is a measurement process, an exercise in observation and judgment; it is a feedback process. It is a control device that the organization uses to accomplish its predetermined goals.

The process of evaluating performance in software development is crucial for ensuring that projects are on track and that developers are meeting their goals. This process involves several key steps and metrics to assess the effectiveness and productivity of software developers.

Performance Reviews as evaluation

Reviews help track project progress and ensure that developers are meeting deadlines. If the team leader notices that the team's performance is declining and the result of the software development effort leaves much to be desired, a meaningful one-on-one with each member can identify and fix any hidden problem.

Types of Performance Reviews

Management Review

In most cases, the performance assessment is conducted by the developer's direct manager, because they are most familiar with the programmer's role and their current work. Managers can prepare a standard template for evaluating developers (read about it at the end of the article) and add individual questions for each person.

Peer Review

The developer's performance can also be evaluated by colleagues working on the same project. However, even if team members have a good understanding of the capabilities of a particular engineer, their assessments can be biased.

Biases can be positive, as people tend to rate peers with similar interests, skills, and backgrounds higher. On the other hand, negative bias can be caused by personal conflicts or rivalries among team members. Also, sometimes colleagues simply do not have enough time to thoroughly understand the challenges of other members, and that is why peer reviews can be superficial.

Self-Appraisal

If the company prefers not to follow a standard review template for each developer, it asks them to write a self-assessment, which can include priorities, accomplishments, and future plans to see how they align with the team's goals and strategy. The team leader can also develop additional questions they want answered in the self-review.

Metrics

Some metrics that can be used to evaluate a devs performance are the following: **Code design and readability, velocity, communication skills, proactivity, number of bugs.**

Popular Performance Management Frameworks

OKRs, 360-Degree Feedback, Self-Review, Balanced Scorecard

Benefits

- Performance Review for Developers Metrics
- Code Quality
- Project Completion Rate
- Customer Satisfaction
- Technical Skills
- Collaboration and Communication
- Continuous Learning and Development
- Productivity

Overall, there are many things that can be used as metrics to evaluate the performance for software development and the right approach might vary with every team. The fact is that either way, doing evaluation is a pro for the development team performance because it shows areas for improvement. The only thing that has to be taken in consideration every time is the wellbeing of the devs and now hurting no one's feelings in the evaluations.

Here is the overall process involved:

1. **Setting Clear Objectives:** Establishing specific, measurable, and time-bound goals for developers. Objectives should align with the company's strategic goals and be challenging yet achievable.
2. **Continuous Feedback:** Implementing a culture of frequent feedback helps make performance reviews easier and more effective. Regular feedback sessions allow team leaders to address issues promptly and provide constructive feedback to developers.
3. **Performance Metrics:** Using various metrics to evaluate performance, such as code quality, project completion rate, customer satisfaction, technical skills, collaboration, and continuous learning. These metrics help in assessing the overall contribution of developers to the project and the organization.
4. **Performance Reviews:** Conducting regular performance reviews to track progress, identify areas for improvement, and set future goals. Performance reviews should be a two-way dialogue where both the team leader and the developer can discuss challenges and achievements.
5. **Addressing Well-being:** Performance evaluations should also consider the emotional and mental well-being of developers. Identifying signs of burnout and providing support can help maintain a healthy and productive work environment.
6. **Documentation and Reporting:** Keeping detailed records of performance evaluations and feedback sessions. This documentation helps in tracking progress over time and provides a basis for future evaluations.

References

Muntasir. (n.d.). *Performance Evaluation: definition, steps, methods*. iEduNote.
<https://www.iedunote.com/performance-evaluation>

Team, O. Y. (2024, December 6). *Software Engineer Performance Review: Process, Metrics and Examples*. Outstaff Your Team.
<https://outstaffyourteam.com/articles/software-engineer-performance-review>