PEOPLE

The most important component of a product and its successful implementation is human resources. In building a proper product, a well-managed team with clear-cut roles defined for each person/team will lead to the success of the product. We need to have a good team in order to save our time, cost, and effort. Some assigned roles in software project planning are **project manager, team leaders, stakeholders, analysts,** and other **IT professionals**. Managing people successfully is a tricky process which a good project manager can do.

THE PLAYERS:

The software process (and every software project) is populated by players who can be categorized into one of five constituencies:

1. Senior managers who define the business issues that often have significant influence on the project.
2. Project (technical) managers who must plan, motivate, organize, and control the practitioners who do software work.
3. Practitioners who deliver the technical skills that are necessary to engineer a product or application.
4. Customers who specify the requirements for the software to be engineered and other stakeholders who have a peripheral interest in the outcome.
5. End-users who interact with the software once it is released for production use.

IMPORTANCE OF PEOPLE FACTOR:

There is a saying,

“It's always a people problem."

Usually the things that make or break a project are process and people issues. The way that you work on a day-to-day basis. Who your architects are, who your managers are, and who you are working with on the programming team. How you communicate, and most importantly how you solve processes and people problems when they come up.

For improving the readiness of a software organization to undertake big and complex applications, it is important to attract, grow, motivate, deploy, and retain the talent of the people working for the organization.

Some key practice areas for software people:
Recruiting, selection, performance management, training, compensation, career development, organization and work design, and team/culture development. Organizations that achieve high levels of maturity in the people management areas have a higher likelihood of implementing effective software engineering practices.

IMPROVEMENT:

People management can be improved by:

Team Selection: Team should be selected while keeping the past experiences and the nature of the project in mind whether it requires people from the same or different departments etc.

Team Organization: Once the team is selected, it should be organized in a way that everyone gets the tasks according to their expertise, no one gets overburdened, and everyone knows exactly what to do.

Motivation: The ability to encourage technical people to produce to their best ability and become more creative.

PLANNING THE STRUCTURE OF A SOFTWARE TEAM:

- The difficulty of the problem to be solved.
- The size of the resultant program(s) in lines of code or function points
- The time that the team will stay together (team lifetime).
- The degree to which the problem can be modularized.
- The required quality and reliability of the system to be built.
- The rigidity of the delivery date.
- The degree of sociability (communication) required for the project.

SUCCESS FACTORS

For managing people in organizations or projects, below mentioned factors should be considered,

Matching People to tasks: Assign tasks according to the expertise or according to the person's potential of learning (new things).

Career development: Step by step promotion (Increase in designation and salary). Growth in terms of salary and designation and Technical growth (learning) both are important.

Balance: individual & Team: Balance between individual role & team of people with whom a person is working, no dominance by a particular head ---increases productivity

Clear communication: Use task management tools by generating alerts or emails, not verbal orders to employees as it can cause miscommunication, forgetfulness, excuses of not doing work etc.