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**Conflict Analysis**

**Introduction:**

On a daily basis, disputes are frequently seen in the software development process. I think these conflicts can help a project succeed because they motivate the team to learn more about the problems that arise when team members interact with one other or when higher-level employees and lower-level employees interact in an organization. Yet, if appropriate measures are not taken, these disputes may worsen arguments within the team or, in rare cases, result in project failure.

**Conflict 1:**

We are using an Agile methodology in our project, with two-week sprints. Every sprint begins with a meeting when we discuss and make plans for the tasks to be accomplished. The proposal that seems to fit the project the best is chosen after each team member has had a chance to speak and share their ideas. We worked on user authentication and validation systems in our previous sprint, and as usual, our ideas were also shared. Two were chosen from among the suggestions, and one of them was my own. The two suggestions that were chosen were equally important., However, my suggestion was rejected because other developers already had a preconceived notion and a preferred way of approaching problems. I therefore found it extremely challenging and frustrating to persuade them. Afterwards, I spoke with the scrum master and senior developer to explain the same. They recognized the situation and set up a meeting right away. At this meeting, they discussed key features from both ideas again and decided to finish that sprint while making some compromises from both ideas.

**Conflict 2:**

Once, several projects were sent to my project manager at once. As a result, you must manage both projects concurrently, monitor their progress, and consistently suggest any necessary improvements. Also, you must be adept at delegating tasks to team members and managing them. He had to deal with additional circumstances and difficulties as a result, which increased his burden. The fact that both projects had different skill requirements made it even harder to meet them all, and while he was concentrating on one, the other used to grumble about his absence. Although there are certain benefits to managing multiple projects, such as increased learning chances and experience for his portfolio, Before taking on the position, he should assess the work he will be handling for both projects and determine whether he is capable of handling it.

**Conflict 3:**

Prior to now, our company mostly concentrated on small and medium-sized projects. Typically, They utilized to adhere to conventional growth techniques. The company had received a request from a client to develop a large-scale project, and in order to do it, it intended to adopt Agile methodology, which it had never done before. An evolving delivery model is used by Agile, while traditional development methods fully specify the entire project before execution. As a result, the company opted to use both development approaches, where traditional development and Agile methodology coexist, before transitioning to a fully agile environment. Yet, because it was their first time and nobody in the organization had any prior expertise, the changeover had never been so simple. The company had to spend money outside of its budget to train current employees and hire new applicants with the necessary abilities. Some team members are not adaptable, especially if they are used to the current method of doing things. If established practices are effective, why change them? Maintaining market competitiveness requires finding ways to release high-quality items as rapidly and efficiently as is practical. To prevent significant changes in resource allocation, most firms train their project managers to become Scrum Masters.

**Conflict Analysis 1:**

While deciding on the sprint, there was a disagreement between me and another team member. Although both of our decisions were crucial, my input was initially disregarded. My comments were thoroughly considered after I spoke with the superiors, and they ultimately opted to include them in the sprint while still making some concessions. I believe it was a wise choice because, in the end, each team member received the same amount of attention. It improved the members' sense of unity as well. While there is a conflict, I believe it is also possible to evaluate the ideas without compromising by completing the tasks that are of the highest priority first and completing the other's view in the following sprint. The best strategy is to avoid making the other person feel personally attacked while giving them a wide window of time to reject your concept. The use of dysfunctional management techniques frequently is typically a sign of trouble for management to watch out for[1].

**Conflict Analysis 2:**

My project manager was given the responsibility of managing several projects at once. He accepted the duty of overseeing the initiatives and ensuring their success. He made the right choice, in my opinion. To make his work easier, he should have assessed the abilities required for the project before accepting the position. Working on similar projects is simpler than on projects that call for distinct skills. The first rule of thumb for minimizing the switchover time and expense, according to many project managers, is to learn how to evaluate their resource capability. In other words, they aim to limit their attention to only the most crucial tasks. [2]. Afterwards, lower-priority tasks should be assigned to the project team members. Another issue is that if a project requires a project manager, the organization should plan and advise numerous project managers to collaborate so that the work can be shared and more inputs can be received in the project's progress rather than placing the entire workload on one manager.

**Conflict Analysis 3:**

Yes, I think the idea of incorporating the Agile methodologies is very essential as it is a new and proven method over traditional software development. To assist prevent organizational dependencies and address any that do arise, managers must be involved. Managers should start by assisting in the mapping and identification of potential dependencies between the development team and the ongoing processes [3]. The firm should concentrate on revamping its established operating procedures. As one of the best strategies to address internal and external dependencies, the coaches advised creating hybrid teams. To give strong visibility on project progress, hybrid teams must include internal stakeholders that may be interested in the project decisions as well as external stakeholders, such as supplier representatives.

**Conclusion:**

In conclusion, it is clear that conflicts can occur at practically every level of an organization and that they can have both positive and negative effects. Conflicts can be turned into teaching moments by taking the proper precautions and adhering to some of the best industry practices. We've also seen how much damage they may cause if no action is taken to deal with them.

**References:**

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