

STAFFING AND PERSONNEL PLANNING

STAFFING

- It is the practice of finding, evaluating and establishing a working relationship with future colleagues on a project and firing them when they are no longer needed.
- Staffing involves finding people, who may be hired or already working for the company (organization) or may be working for competing companies.

STAFFING A SOFTWARE PROJECT

- Staffing must be done in a way that maximizes the creation of some value to a project.
- Staff allocation optimizer cannot be fixed by a single utility function, but several such functions should be available for the manager to decide which best fit the project under analysis.

- **staffing is performed according to the following rules:**
 - ❖ A person can only be allocated to an activity if he or she possesses at least all the characteristics demanded by the activity, in an intensity level greater or equal to the demanded.
 - ❖ A person can only be allocated to an activity if he or she is available to perform the activity in the period it needs to be performed (reasons of unavailability could be allocation to other activities, vacation, etc).

- Factors to Consider when Staffing:

- Education
- Experience
- Training
- Motivation
- Commitment
- Self-motivation
- Group affinity
- Intelligence

Personnel Planning

- This includes **estimation or allocation of right persons or individuals for the right type of task** of which they are capable.
- **The capability of the individuals should always match with the overall objective of the project.**
- In software Engineering, personnel planning should be in accordance to the final development of the project.