

# **Software project management**

## **Human Resources Management**

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## **Managing people**

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- People are an organisation's most important assets.
- The tasks of a manager are essentially people-oriented. Unless there is some understanding of people, management will be unsuccessful.
- Poor people management is an important contributor to project failure.

## **People management factors**

- Consistency
  - Team members should all be treated in a comparable way without favourites or discrimination.
- Respect
  - Different team members have different skills and these differences should be respected.
- Inclusion
  - Involve all team members and make sure that people's views are considered.
- Honesty
  - You should always be honest about what is going well and what is going badly in a project.

## **Motivating people**

- An important role of a manager is to motivate the people working on a project.
- Motivation means organizing the work and the working environment to encourage people to work effectively.
  - If people are not motivated, they will not be interested in the work they are doing. They will work slowly, be more likely to make mistakes and will not contribute to the broader goals of the team or the organization.

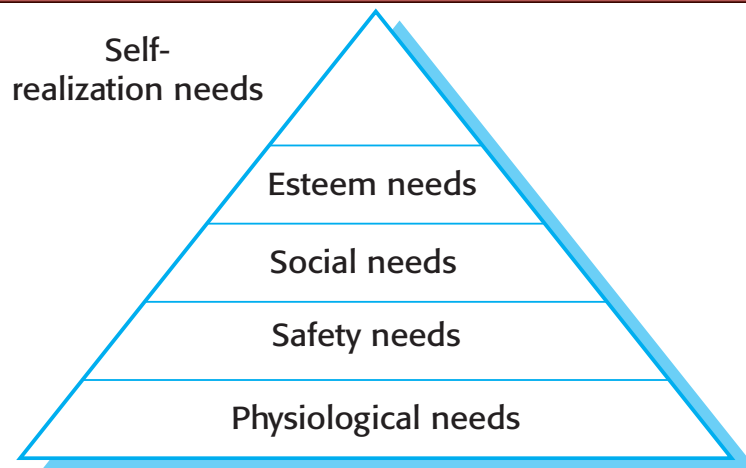
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## **Motivating people**

- Motivation is a complex issue but it appears that there are different types of motivation based on:
  - Basic needs (e.g. food, sleep, etc.);
  - Personal needs (e.g. respect, self-esteem);
  - Social needs (e.g. to be accepted as part of a group).

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## Human needs hierarchy



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## Need satisfaction

- In software development groups, basic physiological and safety needs are not an issue.
- Social
  - Provide communal facilities;
  - Allow informal communications e.g. via social networking
- Esteem
  - Recognition of achievements; Appropriate rewards.
- Self-realization
  - Training – people want to learn more; Responsibility.

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## Case study: Individual motivation

Alice is a software project manager working in a company that develops alarm systems. This company wishes to enter the growing market of assistive technology to help elderly and disabled people live independently. Alice has been asked to lead a team of 6 developers who can develop new products based around the company's alarm technology.

Alice's assistive technology project starts well. Good working relationships develop within the team and creative new ideas are developed. The team decides to develop a peer-to-peer messaging system using digital televisions linked to the alarm network for communications. However, some months into the project, Alice notices that Dorothy, a hardware design expert, starts coming into work late, the quality of her work deteriorates and, increasingly, that she does not appear to be communicating with other members of the team.

Alice talks about the problem informally with other team members to try to find out if Dorothy's personal circumstances have changed, and if this might be affecting her work. They don't know of anything, so Alice decides to talk with Dorothy to try to understand the problem.

## Case study: Individual motivation

After some initial denials that there is a problem, Dorothy admits that she has lost interest in the job. She expected that she would be able to develop and use her hardware interfacing skills. However, because of the product direction that has been chosen, she has little opportunity for this. Basically, she is working as a C programmer with other team members.

Although she admits that the work is challenging, she is concerned that she is not developing her interfacing skills. She is worried that finding a job that involves hardware interfacing will be difficult after this project. Because she does not want to upset the team by revealing that she is thinking about the next project, she has decided that it is best to minimize conversation with them.

## Comments on case study

- If you don't sort out the problem of unacceptable work, the other group members will become dissatisfied and feel that they are doing an unfair share of the work.
- Personal difficulties affect motivation because people can't concentrate on their work. They need time and support to resolve these issues, although you have to make clear that they still have a responsibility to their employer.

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## Comments on case study

- Alice gives Dorothy more design autonomy and organizes training courses in software engineering that will give her more opportunities after her current project has finished.

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## Personality types

- Motivation should also take into account different personality types:
  - Task-oriented people, who are motivated by the work they do. In software engineering.
  - Interaction-oriented people, who are motivated by the presence and actions of co-workers.
  - Self-oriented people, who are principally motivated by personal success and recognition.

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## Personality types

- Task-oriented.
  - The motivation for doing the work is the work itself;
- Self-oriented.
  - The work is a means to an end which is the achievement of individual goals - e.g. to get rich, to play tennis, to travel etc.;
- Interaction-oriented
  - The principal motivation is the presence and actions of co-workers. People go to work because they like to go to work.

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## **Motivation balance**

- Individual motivations are made up of elements of each class.
- The balance can change depending on personal circumstances and external events.
- However, people are not just motivated by personal factors but also by being part of a group and culture.
- People go to work because they are motivated by the people that they work with.

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**The end!**

**Q & A**