Research Question

How do Full-Stack mindset affect self-managing teams?

Introduction

*“A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.”* This is a famous quote from Lao Tzu (604 BC – 531 BC). Self-managing teams are becoming more popular recently, as they do perform well in contemporary setting, it has worked in remote, hybrid, and in-office setup. It does also work in different industries, including IT, manufacturing, etc... Despite the term, self-managing teams do in-fact have a manager leading them. Even a team that is autonomous in terms of its activities and decision making must still continually receive direction from higher levels in the organization. And it also must report to that hierarchy through a person who is ultimately held accountable for the group’s performance (Druskat, T. et. Al 2004).

Full stack is a term commonly used in the IT industry, it generally means that the individual or employee is able to work on front-end and back-end tasks in software development, which comprises of user interfaces, APIs and databases. According to W3Schools, a full-stack web developer is a person who can develop both client and server software (“What is Full Stack?”, nd). But full stack is actually more than just being able to work on front-end and back-end, it is a mindset. Since tools in the software development get obsolete immediately, full stack mindset is the idea that you can explore everything into the unknown, with the can do it all attitude. The art if being full stack is about dreaming more than others think practical. Exploring what all you can be and giving it a try. It is not about being a professional or best at everything you do but enjoying the process of building something you care about or love doing (Suhag, R. 2017).

This research aims to answer how full stack mindset, commonly used in the IT industry, will affect how self-managed teams work and what are the possibilities and risks involved in using such approach.

2. Literature Review

The influence of competition to productivity of employees

Research Question

How do creating competition in the workplace correlates to productivity?

Introduction

Productivity is one of the main goals of

The manager does a variety of things for the team, from managing meetings, communicating with stakeholders, to planning career development for the team. The presence of the manager dramatically affects the direction of the team. However, the presence of the manager can also be counter-productive to the team.