# Reflection Paper In Human Resource Management Project

1. **Project Analysis**

HRM Project team analyzes 5 attributes: Size, Culture, Dynamism, Personnel, and Criticality.

* **Criticality**: Traditional methods require all/most requirements defined up front so a plan and budget can be developed. Besides, the plan for requirement phase is 22 weeks and there will be a contract between the HRM team and customers. Therefore, the traditional methodology is the best choice.
* **Size**: HRM team realized that the size of Human Resource Management project is relatively big and it will take 37 weeks for development. Therefore, traditional methodology is suitable with HRM project
* **Personel:** All members in HRM team are not the professor in software development, especially in design and coding. Therefore, one member cannot assume the roles at the same time. Besides, the skill in programming of team member is not good and everyone does not ready for new technology. Therefore, the traditional method is the best choice.
* **Dynamism**: In HRM project, the requirement will be baselined after 22nd week. Therefore, the customer cannot change the requirements anymore.
* **Culture:** The members in team do not want any changes. If have, all changes must be approved by Change Control Board (CCB). It means that everything must follow by the policy and procedures.

*Figure 2: Home Ground Methodology*

Therefore, based on 5 attributes to choose the methodology, HRM team decided to choose traditional method for development, and typical, this is V-Model. The V-Model represents a software development process which may be considered an extension of the waterfall model. Instead of moving down in a linear way, the process steps are bent upwards after the coding phase, to form the typical V shape. The V-Model demonstrates the relationships between each phase of the development life cycle and its associated phase of testing. And if there are defects in architect phase, it will be return in requirement phase for updating the requirements.



*Figure 1: The V-Model*

In Human Resource Management project (HRM), after many meetings between the members in team, everyone united to choose V-model for HRM project. There are some reasons for this decision:

1. The V-model helps to minimize the project risks by specifying standardized approaches and describing the corresponding results and responsible roles. It permits an early recognition of planning deviations and risks and improves process management, thus reducing the project risk.
2. Improvement and Guarantee of Quality: the V-model ensures that the result to be provided is complete and has the desired quality.
3. Reduction of total cost: The V-model can help you to calculate the effort of development, production, operation and maintenance of a system.
4. Improvement of Communication between all stakeholders: each step in V-Model (requirement, design, code, test …) must be verified and validated between stakeholders and it can help to improve the communication between the stakeholders.

However, the V-Model has also some disadvantages that need to improve:

1. Just only in one way and we cannot return in the previous steps to fix the defects. For example, if we are in design phase, we cannot return in the requirement phase to change the requirement.
2. Time consuming and verifying the same thing again and again.
3. High complexity, it requires the measurements and we need to control the process closely.
4. **Roles and Responsibilities in Human Resource Management project**

Knowing capabilities and skills of each member in team project is very important to know what work we need to assign to each member. Team project is good, every members can communicate and work together to achieve the goal. As a project manager, we need to spend time to hire good workers that get along well working on the project

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| **Role** | **Responsibility** |
| **Project Manager** | * Creates and maintains project plan for meeting * Oversees day-to-day operations * Reports status * Contact customer, mentor * Track project progress * Analysis system and guide team’s work. * Evaluate effort of team at weekend |
| **System Architect** | * System design and development oversight including the class diagram, sequence diagram… |
| **Requirement Analyst** | * Develop and refine use cases * Collect the requirement from the customer |
| **Designer** | * Develop three perspectives, including dynamic, physical, and static * Design database for HRM project |
| **Developers** | * Development and integration testing |
| **Testers and Quality Assurance** | * Creates and maintains test plan * Works with end users and system analysts to identify test populations and scenarios * Writes test scripts * System testing * Control quality: Decides what process metrics will be monitored * Check requirements and report to Project Manager * Evaluate and verify deliverable * Control version (Configuration Management) |

**3. Requirement Phrase Disadvantages**

* HRM Project is new the first for Project Development Team. So, Team HRM does not understand clearly professionally proficient.
* Team HRM is not so much experience enough to get Customers Requirements.
* Team HRM must spend a lot of time on analysis professionally proficient. Besides, on the subject what Team HRM is studying
* Environments are not good such as Team‘s meeting is not fix place and meeting place is frequently changing.
* Team member ‘s ability is not equal that it is difficult assign task to members
* Almost document is managed by group’s mail and get versions.
* In term of time, Team HRM must delay document concept to Customers.

**4. Requirement Phrase Advantages**

* Teams HRM have so experiences when getting customers requirement.
* Team HRM knows what document will need to complete and release to customers such Concepts Operation Document for customers, SRS Document for Development Team. Besides, knowing content Concept Operation and SRS Document.
* Team members are understood and work harmoniously together. Team Leader who will assign task to conformity with members.
* Team members are supported by Lecture in through project such as approach customers requirement, tool and languages.

**5. Improvement Approach**

* Decomposing resource of project phrase such as Requirement Phrase, Architect Phrase, Phrase Testing, and Maintaining Phrase for management.
* Creating Drop box and SVN for manage document, assign task for members.
* Controlling and Monitoring time and task of Team members.
* Reporting and Receiving from manager and all members if you don’t understand.