Earned Value Chart

Earned Value	EV	=	BAC	*	% Comp
Cost Variance	CV	=	EV	-	AC
Schedule Variance	SV	=	EV	-	PV
Cost Perf Index	CPI	=	EV	/	AC
Schedule Perf Index	SPI	=	EV	/	PV
Est at Completion	EAC	=	AC	/	% Comp
Est to Complete	ETC	=	EAC	-	AC
Variance at Completion	VAC	=	BAC	-	EAC
New with 4th Edition	**TCPI**	=	**BAC-EV**	/	**BAC-AC**

AC →Actual Cost, BAC →Budget at Completion, CPI →Cost Performance Index (EV/AC), CV → Cost Variance, EAC → Estimate at Completion, ETC → Estimate to complete, EV → Earned Value, PV → Planned Value, SPI → Schedule Performance Index

	<mark>**Explain how new staff can be selected and induced into a project/do staff selection relate to quality of product? Justify with appropriate answer**</mark>	
12.	Employee selection is the process of putting right men on right job. It is a procedure of matching organizational requirements with the skills and qualifications of people. Effective selection can be done only when there is effective matching. **Factors that may Influence Selection Procedure**	

The factors that may influence selection procedure are listed below. Generally, factors vary depending on the application domain, the type of project and the skills of other members of the project team.

1. Application domain experience : For a project to develop a successful system, the developers must understand the application domain. It is essential that some members of a development team have some domain experience.

2. Platform experience : This may be significant if low-level programming is involved. Otherwise, this is not usually a critical attribute.

3. Programming language experience : This is normally only significant for short duration projects where there is not enough time to learn a new language. While learning a language itself is not difficult, it takes several months to become proficient in using the associated libraries and components.

4. Problem solving ability : This is very important for software engineers who constantly have to solve technical problems. However, it is almost impossible to judge without knowing the work of the potential team member.

5. Educational background : This may provide an indicator of what the candidate knows and his or her ability to learn. This factor becomes increasingly irrelevant as engineers gain experience across a range of projects.

6. Communication ability : Project staff must be able to communicate orally and in writing with other engineers, managers and customers.

7. Adaptability : Adaptability may be judged by looking at the experience that candidates have had. This is an important attribute, as it indicates an ability to learn.

8. Personality : This is an important attribute but difficult to assess. Candidates must be reasonably compatible with other team members. No particular type of personality is more or less suited to software engineering.