Leadership Assignment

Essay on Motivation to select people for SDP

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Abstract—**As a project Manager the main motive is to assign a team of 8 Developers for the software Development Project. To Develop the Printers Software as a Project Manager I have selected 2 highly experienced Part time people, 3 new recruits and 3 Previous experienced people in same project. The selection is highly motivated by corresponding 14 articles and 1 book. As a Project Manager my view on execution and kick off of the project is explained as well. The Conclusion supports the selected team when put to gather can work efficiently.**

Index Terms—**Team Members, Project Manager, team selection, Motivation to select.**

I. INTRODUCTION

As a Project Manager I was given the responsibility for a software development Project (SDP). The Project is to develop Complex Printers Software. My task is to assign a people of 8 developers into a team for this SDP. The available developers are 5 recently recruited, 2 highly experience developers, 4 developers with relevant experience, 4 developers with experience from different project. So total 15 out of which I need to select a team of developers 8.

For the Selection Criteria we need to motivate the selection as well. In spec database is used as Primary base to start how the different Parameters when taken into consideration will affect the team. Parameters or Personal related Characteristic's that determine the success of team performance with respect t SDP constraints like Staffing the team, Factors of team selection, Experienced and Inexperienced team members, similar and different experience, same and different age, Young Professional and new recruits, software engineers in a team and team working. Using the Combination of these Parameters I found 15 very relevant articles that support my selection criteria for the SDP. 1 Recommended book is used as well for motivation.

The Essay is divided into different phases.

- First articles to motivate the selection of people.
- 8 People who are selected for the SDP.
- As a leader the execution and kick off criteria.
- Conclusion.

II. MOTIVATIVATION TO SELECT PEOPLE

A. Analysis of Source Material

Starting with the lectures, they were really useful in selection criteria process. The first important lesson is to encourage young Professional and to involve cross-generational interaction. This helps the young generation to grasp the experience and wisdom form the senior experienced people. Which can help as people differ not only by their ability to do but also by the will to do.

Author Schmidt research support that by keeping experience as constant it didn't show direct impact over the job sample performance [1]. But it show impact on the job sample performance indirectly, ability to produce the increase in job knowledge job sample performance in grouped data increase by 23 % and in ungrouped data increase by 15% [1]. That is increase in experience is equal to increase in job knowledge, which in turn increase in performance [1]. Thus team having more experienced people in similar job is more important as individual difference in job knowledge impact performance and the ability, will to do than the people with difference in job experience [1]. The above results were shown for projects with less complexity. For any normal less complex System the experience neighborhood can be 2-3 years, but as our SDP is complex printers Software, which require having, unequal amount of people with different job experience in same team is difficult.

So having experienced people on same project is very important. And people must have a glimpse of the Software project they are dealing with. So inexperienced people possibly may not be selected.

Productive employee for a company is very useful. Level of education does show impact over productive employee. But in contrast over educated result in claiming more salary and also lead to more problems that result in dissatisfaction and less effort into workload [2]. For any Organization or SDP the most important factor is the task performance. The Contextual performance is not directly related to task [2]. The contextual performance is if a person doesn't know what to do at a given situation when other employee in the team help to complete task by suggesting ways to improvise the process it is contextual which in turn increase performance so it act as catalyst. Author Borman also supported Contextual performance is also with experience correlated to performance (r0.15) [3]. Other Authors as well support the experience and performance relation impact. Author's Moser et al., and Posthuma stated that there is mean correlation that exists between Job experience and task performance, which is between 0.09-0.18 [4] [5].

Consideration of total number of people in a group is also an influential factor is group of 8 ok in SDP or it should be

subdivided into small chunk so that the task performance and productivity increases. Face-to-Face (FTF) Communication and Computer based Communication (CBC) are the type of communication available. For a group of $n <= 7$ the FTF communication is better over the CBC [12]. The face to face helps the employee to involve more fairly. For a Complex SDP Intellectual decision making for a task is very important it can be achieved through direct information exchange.

To extract the task information age difference will show impact. Considering only the experienced people within the team may lead to slower completion of task. Spatial ability decreases with increase in age [6]. This lead to experienced employee (old generation) to loss among databases to retrieve information. Difference in People's age shows more impact on the task performance than the difference in the design and training of the employee [7]. For any Complex SDP initial phases involve simple task and information retrieval but to find the solution for complex task within less threshold period of time the Old generation cannot retrieve it. The latency data showed that participants showed low error in information retrieval task. But for the Complex task down the menu structure the young Professionals were more efficient [8]. The difference is $(F (1, 30) = 55.87, p < 0.001)$ for Young and for old it is $(F (1, 30) = 9.87, p < 0.005)$ [8]. Univar ate analysis that is conducted and above figures show that that old generation is slower in all measures but not in learning and recall of letters [8]. There are several parameters under the age difference that influence over the interactive task performing one of the prominent parameter is the spatial ability [9].

Effect of internal factors like gender doesn't show any difference in decision making in diverse teams. Except in cases like high consideration-high structure [10]. There is no difference in sex of the experienced/ team member in information retrieval task performance over the period of completion of task from the data obtained under evaluation of sex of superior generation/supervisor.

So it is always better to have the Young professionals. It is always better for the experienced people to use their experience and daily effort to mentor the young and new recruits. The Company sees the contribution of the experienced people within firm this help to keep them involved and on staff [11]. 78 % of the Young professionals in a survey prove that they want themselves involved in civic-minded pursuits [11]. Young professional show significant influence within corporate sector to empower philanthropy and social awareness. 61 % of experienced people also at the same time believe they can make a difference in the world. Thus combining the experienced with the young professional may improve the efficiency in SDP completion.

There is different version from authors about working of known people together that is team members who worked together prior to the current SDP. Social tie diversity measures the level of group member's knowledge of one another [10]. Team members cooperate more towards homogeneous team and would cooperate more with them than towards team with diverse team members [10]. Although it's contrast for cases like immediate assistance like pilot in aviation [12]. Diversity

can be viewed not only in the terms of age, gender, color but also with respect to information differences, education, experience as well as the goals or values one person gives towards small simple things like meeting to whole companies task, from retrieval of results the author says there is conflict in terms of diverse teams performance [13]. Having same knowledge within the software design team is very important and articulating the requirements of costumers and confining them to what actually the costumer's want can most easily synthesized by experienced people as they believe costumer's doesn't understand the true nature of the requirements at the beginning of the project [14], [15] . Bringing in the experienced people who are professionals under specific complex systems can help to map the gap between the requirements and the design [16].

The Author Paul Henry from the book states that having different generations at work is useful Old people (>54) they love to work and fell they can contribute. Gen b (34-54) they are experienced and committed but the problem is the spatial ability in these people is decreasing. So, it is necessary to take young Professionals from Gen X (23-34) and Gen Y (10-22). Gen X need the job satisfaction, they look into vision of the company. The Gen y has the attitude of work to pay who can be utilized for higher work hours to gain better technical knowledge insights [16].

A. Synthesis of Source Material

From the above Analysis from different source materials the data that is obtained support different perspective of selection

a) Experience: Experience is an important factor it helps to understand the job knowledge, methods, and techniques so supporting experienced people is one main factor to be used while selecting team.

b) Age, Gender, Color: Gender and color doesn't show much difference within team selection but selecting aged people has advantages like contextual performance sometimes and disadvantage is spatial ability.

c) Young Professionals: Considering the Young professionals are very important. Gen X has the ability to look into where they are strong and where they are week. Gen Y is very useful if they are available using those help to obtain can do attitude form gen G, Teamwork from B and Technological practices from Gen X. So having the Young Professionals is Important. Disadvantage in the Process is run very slowly the Gen B show attitude of their experience is more important than More Senior members and aim to much Higher Positions. Gen G try saying that (I will try) attitude. So, having the Three categories help to Project Manager to delegate to Gen G, then Gen G to Gen B and both Gen G and Gen b can help to train young professional and also sometimes to give them Flexible Hours and

sometimes little overload with benefits like social, psychological, money needs.

    d) Homogeneous team Members: The Diverse Experienced team members lead to conflicts. Here we have the case where out of 4 people with experience in same project 3 of the People know each other. Advantage is they all three can be considered as 1 Unit as they work together instead of three people from three different projects when added into team diversity lead to conflicts in performance. So we have 2 Points advantage to consider Experienced People is they are experienced and they worked together.

    e) Highly Experienced People in complex System: Considering the Highly experienced people in the team help to give suggestions on the system and to make the learning easier and in an effective way. Advantage is if they are available to work within their part time the learning of gap in design can be reduced. Even if one or both of them drop we have one more person from the same experienced group so he can be utilized. But the availability should be utilized maximum.

    f) Not considering the inexperienced people within the project and also they didn't work together previously so it will be disadvantage to select them.

III. PEOPLE SELECTED FOR THE SDP

As a Project Manager I have selected 2 Highly Experienced People, 3 commonly worked experienced People, and 3 Young Professionals.

IV. LEADERSHIP

As a Leader I need to manage several aspects within the group. I would like to state the kick off and execution of Project along with the activities I want to involve. First starting with the kick off:

A. Kick off: It will be started by gathering of all the team members and arraging a meeting describing the agenda of the SDP.

B. Execution of Project:

- Main motive is to empower better interpersonal relationship human feeling and attitude towards completion of project.
- I choose experienced, highly experienced and young people as it helps to mange the individuals in exploring new knowledge using radical innovation and to exploit existing knowledge using knowledge of incremental innovation [17].
- The team is given with short-term goals and long-term goals to Asses individual and group performance in decision-making. It also help to give less task and corresponding characteristics introduced in stage wise which is an input factor in performance [18]. If team

members are more involved in planning process it helps to increase their commitment to goals.

C. Activities:

- Different generations are given some sureties to make them work to gather like the highly experienced people are motivated to support the lower once.
- The 3 group of experienced people know that their experience values to the company so they are given opportunity to excel and promote them in future growth and development of organization.
- Young Professionals mostly when needed are given opportunity to have flexible time and work from home option but with strict protocol of completing the task assigned.
- Some times all the above three generation are influenced by one factor called environment. Performance measures like quality, productivity have influence by noise light dust. They are looked into as well to provide a better place to work together [2].
- Team involve team members with different personalities in order to obtain the shared perception and common goal as a leader different needs like physiological need social needs, safety needs and esteem needs like prestige power are looked into as well.
- The highly experience people are initially utilized maximum to understand the design gaps, after if they leave from the group the same group is continued with one person from the experienced person in same project group and a young professional are taken to balance the team.

V. CONCLUSION

The Conclusion is after selecting the 8-team members based on the advantages within the SDP as a leader I believe I have taken an effective decision. In cases like if the highly experienced people drop out as they are available part time the difficulty and strategy to solve them are explained very briefly. But the measures will be taken correspondingly to balance the team, and use the talent pool to maximum extent available. Thus choosing this type of team members is extremely satisfactory for me as a project manager as from the articles which are trust worthy, helped me to analyze and synthesis the selection criteria. Thus the Final team that I selected for the SDP is as good as concrete.

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