GROUP MEMBERS PARTICIPATION

The percentage of commitment for idea creation and report writing by the respective group members involved in writing literature rieview are given below.

|  |  |  |
| --- | --- | --- |
| Group  Member | Idea Creation | Report  Writing |
| Chilla Kartheek | 40% | 60% |
| Medisetti Meghana | 60% | 40% |

Abstract:

human resourse management is the process ofmanaging and orgainsing of project teams or project staff.In this Paper, we present the systamatic literature rieview on the challenges of human resourse management in prouct development in software industry.the selection criteria is based on prepublished studies for reviewing and select the studies with precious information.10 primary studies were identified reviewed and results are reported.furtheremore research can be done in this area inorder to improvise the level of interaction and expertised coordition between projet staff in project planning and decision making for better product line development.

INTROUDUCTION

Context:

Project Human resourse management

Includes the processes of organizing and managing IT Project Teams .There are Four stage of Project human resourse management processes1)human resourse planning 2)acquire project team 3)develop project team 4)manage

project team . These processs occur atlesat once in every project and interact with each other and with process in other area of knowledge. IT is project oriented which mainly depends on knowledge and man power. The It project teams which consist of team members are the important stock for any IT industry and There are several Factors that effect the it projects of which the most neglected is project teams.The project team creation needs a conscious descsion based investment but it doesn’t always happen because of problems like skills of team memebers and requirement for the project . The project team management is the subset of project team it’s the core or leadership team as its responmisble for managing project team.Project managers are not always given chance to choose what kind of people are exacly needed to finish a project as per the requirments.The project temas impact are neglected as its easy instead of measuring the values of human factors which therefore makes the it Enterprise face the important problem in managing the project teams .As people play key role any implementation in organization as they are assignesd resopnisbilities for project palnning and decision making withut proper consideration of people issues a project will fail as the type and number of people in project team often change the project progress and add value to individual effort so our research question is essential to help carry out our reiview inorder to study the typical human resourese management isuues and expore corresponding statagies.

Back ground:

Based on the drawbacks of managing the project teams ,the measures are to be be taken to improvise the team management and overcome the drawbacks which can must be done by designing the role for each project member of the project as they are from different areas and posses different peculiar skills. Thus by giving roles to individual persons and make it as mandatory followed efficient practice in all organisations the day to day effectiveness of the member staff and improvised version of origanisational disciplie can be atchieved and we can overcome the drawbacks .

Objectives:

We present the systematic literature rieview based on the challenges that are faced by human resourse management in maintaining the project. our objective was mainly focused on finding how for the success of the project depends upon the structure of the IT project team. The challenges that occur based on the level of connection between the success and the project team structure in product development.The challenges also include a series of must required measurements that must be met for efficient it project team.It also elucidates the effects for not implementing the drawbacks in the human resourse management influence over IT project team management in a long run time over maintanence of the software origanisation.

Methods:

We used Scopus and IEEE and Inspec total three ,electronic databases that was useful in gathering the relevant information for our literature rieview.we followed the kitchenham and charter’s guildelines for performing systematic literature rieview .The need for systematic literature review.to have a complete thorough search fot the primary studies and also inoredr to spotify the review question based on the data that is extracted….add sir points)()(.

We used the what is to be selected and what not to be selected for our literature riview based on the (inclusion/Exculsion) criteria for accurate search strings.

To filter them to match the papers we were looking for. More over we used study selction criteria for our primary studies and synthesized them into second sturidge based on topic relevance to the literature rieview.

Assessment of quality was made based on weather the paper reviewed and published does or doesn’t prove the evidence of good quality to a threshold value to match the structure of project team design.

We used Text editors and notepads for the reeditng phase for collection of data and store them inoder to asses ,evaluate and answer the research questions and to consise the relavant information from the articles based on what is correct and whats contrast under same criteria study agenda and

validate the protocol. The same recorded document is used for quality assessment criteria .Then the final results were done on the Microsoft word document on macintosh System for our final evaluation of the literature rieview.we used zotero reference managmnet tool for the referencing .

Results:

We First identified based on our search string in

1)In inspec database total of 18 search results for our primary study out of which 5 served as the evidences for our study area which are used for secondary sturidge.

2)In scopus database total of 10 search results were found for our primary study out of 5 served as the evidences for our study area which are used for secondary sturidge.

3)In Ieee database total of 11 results were found for our primary study out of which 5 served as the evidneces to our search area for secondary sturidge.

We found the challenges of human resourse management in product development in software industry.the challenges faced due to cross cultural team members handled by the project managers.challeges faced by company during the voluntary employee turnover.challenges in how the human resourse manager contribute in work distribution for software development.challenges faced in molding the structure of project team for better outcomes in an organizational disciplines.Our finding emphisises on providing the guidelines that are standard for software product outcome.we also summarize on the type of possible debries that occur if the mangment is not done correctly.

CONCLUSIONS

our overview reminds and helps software practisionars inoder to ccorrec themselves irrespective of level at which they work for coordinating and mitigating the gap for coordination in software development as business goals count not the organization size matters and also the challenges faced if not implemented the guidelines.

The quantitavie effect of human resourse mangment inproduct development during run time of project is not reported.

REVIEW QUESTIONS

RQ1) What are the challenges faced by human resourse mangers in product development for a software industry?

Motivation: For proper managing of IT Professionals in organization which is mangrial specific issue and is essentialy manifested in human resourse management.The Human resourse manager play a vital role in software industry unlike other sector of technology it is completely user centered design that help the software growth steady. So, the organization must be aware of the level of importance that is given to Human resourse management such that if not given the desrirable importance the company might fall into vulnerability flaws and which is disadvantage for any It industry whch motivates the research in this study.

Explanation:we found that commanly Human resourse managers face many challenges primarily balancing work andpersonal life,manage changes,restructuring organization

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,globalization,stress and conflict and also manage low attrition rate.We also emphasized on how the company size is not important but the businesss goals that can be atcheved by proper resourse management which includes

RQ2) The challenges faced due handling of cross cultural team members that are to be handled by th e project managers ?

Motivation:The requirments engineers and other teeam members are certainly with resoect to culture affects are effected in one way or the other with respct to project progress and also shared understanding of how different cultures have different problem solving abilities and analytical skills that help in understanding system requiremnts.

Explanation:We reviewed the usual challenges that are faced based on poor communication, inconsistency and ambiguity.we also reviewed how does culture effect the organizational team work structure due to poor leadership so it is better to create a list of examples to exlain the list which makes team members comforbale are also reviewd by us and presented,

RQ3) What are the challenges faced by software industry and also human resourse managers when employee voluntary turnover and aslo in work distribution strategy failure ?

Motivation:By investigating in the area of employee voluntary turnover it is understandable that when a long term employee leave the organization he takes along some vital information which is irreplaceable and also difficult task to manage different genrations at work.aAn absolute choice should be made In work distribution criteria between the team members so that it uniformly improvise the quality of work life and participation and performance uprisal

Explanation: We reviewed that The voluntary employee turnover leads to labour shortage in particular area is due to disrupts between managers and employee which can be resolved by using open two way communication between employee and the senior management.The work distribution should be made based on the employee capabilities sand listen to the valued employees new technological ideas instead of risking in considerable cost investment in a competitive business enviromet which effect the long run of the company.

REVIEW METHODOLOGY:

The following research protocol had been used.It defines the pilot study,ata sources and thr search strategy and the approach to the search selection.study quality assessment,data extraction and data synthesis.

Pilot study: we developed our research protocol based on three different pilot studies which helped u s in,

* review and refine and rephrase or research question.
* Increase the search terms to help obtain more relavent articles for the primary studies.
* confine the review to specific research scope topic.

Refining the research question and research string:

The research question we formulated contain the following keywords :

IN IEEE: challenges, Human resourse management,software industry.

the research question that we used for primary study is(challenges of Human Resourse management in Software Industry)

In INSPEC:

A research question is constructed based on the keyword s that were used in formulation. ((human resourse management)WIN ALL)OR((it team work) WIN ALL))OR((challenges OR mimit OR drawback\* OR effects) in product development)WIN ALL) ).

We used the bollean operators for for our search we use the above set of key words for refinement in the research question.

Search strategy:

Initial search for primary studies was carried out in IEEE In which based on the search string we found ten results out of which only 6 are related to the literature review we want to do.

Later the search is conducted in INSPEC and out of 13 papers we took 4 papers that wervery much related to the review topic.Even a book “”is also used for our literature review.

**Column**, **bar**, and **pie** charts compare values in a single category, such as the number of available records. Pie charts show each category’s value as a percentage of the whole.

INCLUDE/EXCLUDE CRITERIA:

We used the inclusion /exclusion criteria in order to get the relavent information that is related to the literature review.

Include studies criteria is based on:

* Studies that are made in between 1990 and 2015
* Studies that are made in English
* Studies that have the full text access eligibility
* Studies that are related to team work,resourse management,product management.
* Studies that are related to journel articles and related to IEEE papers.
* Studies that are directly related to work
* Studies at one stage were made on only challenges of human resourse management in software industry(in IEEE)

Exclude studies critera is based on:

* We did not focus on the area of software and enterprise business side.
* We did not focus on the health systems, other government systems,private industries irelated other than software sectors were not considered.
* We did not focus on the articles that donot deal with software industry and Information technology.
* Studes that donot focus on project team management and focus on some other issues in the software industry.

QUALITY ASSESMENT CRITERIA:

Quality based on quantitave criteria:

* Weather the aim of the article is clearly stated ?
* The measurement oucomes were unbiasedddd?
* Do they justify the study questions?
* Wether the survey and analysis of data for research clear?

Quality based on Qualitative criteria:

* For minimum quakity requirement basis how well was the data collection process done?
* Is the level of clarity and coherence and consistency maintained in report?
* How well is the documentation done using the research process?

The quality assurance for the primary study assessment is assessed as follows:

|  |  |
| --- | --- |
| Quality assessment criteria | Response score |
| QSC1 | Yes/No |
| QSC2 | Yes/No |
| QSC3 | Yes/No |
| QSC4 | Strong(s)  Weak(w) |
| QSC5 | Strong(s)  Week(w) |
| QSC6 | Strong(s)  Week(w) |

The above table helps in assessment of quality score for each study in primary study:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Primary Study | QSC1 | QSC2 | QSC3 | QSC4 | QSC5 | QSC6 |
| Ref |  |  |  |  |  |  |
| Ref |  |  |  |  |  |  |
| Ref |  |  |  |  |  |  |
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We applied the quality assessment criteria for interpretation purposes and utilize them for the research studies by strengthening the interfaces where they are applicable.

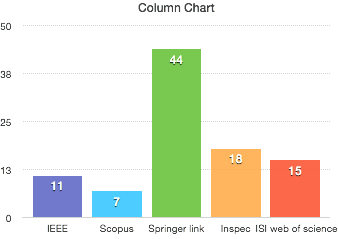
DATA EXTRACTION PROCESS:

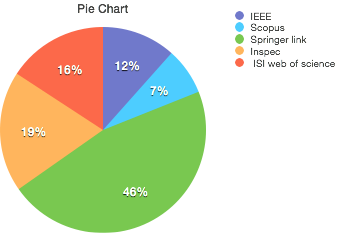
The zotero version 4.0.17 software is used for the reference details to be allocated is used for each of the selected secondary sturidges.we used separate form that helped us to classify and understand each individual paper able to answer our research question .thus the same form is used by use for the quality assessment criteria .we used the Macintosh PAGES and KEYNOTE and for diagrams and Tables NUMBERS inorder to convinently store and use the data for our research question and aslo the form we used for quality assessment is also written in pages.

INCLUDED AND EXCLUDED STUDIES:

**Column**, **bar**, and **pie** charts compare values in a single category, such as the number of available records. Pie charts show each category’s value as a percentage of the whole.

|  |  |
| --- | --- |
| **Publications** | **records** |
| IEEE | 11 |
| Scopus | 7 |
| Springer link | 44 |
| Inspec | 18 |
| ISI web of science | 15 |





THE INCLUSION EXCLUSION CRITERIA:

For better representation purposes the following flow diagram is used in order to understand how the refinement search criteria is made for our search process.

The following table represent the criteria for exclusion and number of excluded criteria and also the reason or basis or rationale behind the exclusion of the articles.

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| --- | --- |
| Totalv number of exclusion criteria | Reason or rational of criteria |
|  |  |
|  |  |
|  |  |

RESULTS:

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RQ1)What are the challenges faced by Human Resourse manager in Product development in software industry?

Based the vulnerability to the software company because of the human resourse mangerment which plays a vtal roels in software industry the challenges are user centered Design in absences of organizational structure and staff. Human work factor beyond documentation design and training are to be governed and someone should be responsible for the human work to be done.()(As. IT professionals there must be ethics and values for long run sustainability of organization which help in best HRM prectices rather than only meant to configuration level rather than implementation….Working hours and work life should be sync with personal life for employee which can be taken care by SR managers and project team leaders in Work distribution and reduce the stress and conflict level management before as it helps in less Employee voluntary turnover scenario.

RQ2)The challenges faced by the cross cultural team members that are to be handled by the project managers under HR ?

Development of software products and providing services require continuous desirable coordination among task resorses and people.The business environment is now no longer national wide its all global virtual teams so the HR manager need to guide them to adapt to normal work behavior that helps in less cultural differences. Due to various acqusitoins it is responsible for HR manager to develop work culture.. For any project manager Management ,attitude,skills aand leadership are must and should but they should not effect on team members from other countries “(eg:I wont effect much in this team or its hard to identify what I contribute.)” uch type of difference might also arsise due to various global cultured team .As software development involve a lot of depended activies coordination is must important essence for the dependency if cultural differencesa re there the task environment will be difficult as to cooridinate the software work effectively.

RQ3) What are the challenges faced by software industry and also human resourse managers when employee voluntary turnover and aslo in work distribution strategy failure ? DISCUSSION:As the competition increases within the company and also externally the pressure on project teams and its members is immence due to high attrition.it is the responsibility of HR managers to dilute pressure by introducing retention strategies as it might result in conflicts between the team members with respect to individual work done as per distribution assessment leading to the employee quitting the jobs.there are also other factors sayThe influence of Different generation that are at work. For a company it is a challenge to loss a good employee..The trust and loyality must be improvised in organisations and challenges faced if the leadership changes are not made ican effect the structure of IT project teams resulting in more dropouts.

DISCUSSION