1. In this situation, I suggest using the AGILE methodology for the project. Because:

REQUIREMENT CHARACTERISTICS:

* Reliability: The requirements provided by ABC Company is clear, consise and pre-defined. They want a mobile application to keep track of their employees’s performance monitoring (remote working), and the features of the application is specified.
* Types of requirements: There are requirements divided by roles: Managers and Employees. And they are also clear and well-defined:
  + Goal setting
  + Feedback
  + Metrics
  + Performance evaluations
  + Competency assessments
  + Development plans
  + Maintain privacy for employees
* These requirements are totally possible to make and also suitable for the project
* These requirements are pre-defined at the starting stage of the project as well as difficult to modify cause it’s very clear

DEVELOPMENT TEAM:

* The development team consists of 6 developers and 2 QA, that’s pretty small team to develop an application. And the level of skills and experience of team members is not specified (I can assume that with this quantity, this might be a start-up tech company).

USER INVOLVEMENT IN THIS PROJECT:

* This project needs a lot of communication and discussion between ABC Company (customer) and the development team
* And ABC Company also commit that they will provide additional resources as needed
* Conclusion: For all of that reasons. I suggest choosing AGILE (mindset) methodology for this project. This is a new project which needs a lot of communication and interactive between customer and development team. The requirements are clear and well-defined. And the scale of the development team is pretty small. So I think AGILE would be suitable in this case.

1. 4 functional requirements I suggest for the project are:

* Performance Goal Setting and Progress Tracking for managers and employees
* Feedback feature: The system allow managers to provide feedback on employee’s performance, also employee can provide feedback on their own performance
* Performance evaluations: The system allow ratings or scoring feature for managers to evaluate their employees
* Development plans: The system should allow managers and employees to create development plans for their needed areas

2 non-functional requirements I would suggest for this project are:

* The system should maintain employee privacy by ensuring that only authorized individuals can access employee performance data.
* The module should be able to handle growing number of users and tasks without degrading performance and reliability

1. 2 user stories based on my answer in question 2 are:

* As a manager, I want to keep track of my employee’s progress, so that I can know when the employee complete the current task to provide them the next task
* As an employee, I want to get my goal while I’m working, so that I can be promoted to a higher position in the company.

1. My Story map for employee’s screen in the mobile app:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Goal setting |  | Write feedback |  | Create development plans |  |
| Login to the system | View all previous goals and view the current product's progress | Input and send feedback for their own performance | View summited feedback (report page) | Add new skills/areas you want to learn/develop | Setup the description for new plan (progress, courses needed, steps by steps of the plan,…) |
| Enter username, password, registed in web | List all goals sorted by time | Take input from a form and save it to the database | List all taken feedback | View all previous development plans | Create a chart or graph to view the progress easier |
| Scan QR to login | Add new goal and setting due date and description for it | Receive feedback and save to report page | Response to manager's feedback | Choose the skills/areas the company recommend | Embed link to the needed courses for faster accessing |

1. 3 assumptions regarding the competency assessment feature might be:

* The manager access competency of the employee accurately and consisely. So that they see the developing progress of the employee, so that they can have plan for increase employee’s salary or promote employee to a higher position in the company
* A specific employee is manager’s family member. They have a very tight relationship, so the manager usually access that employee’s skills much more higher than what that employee can actually do. So that the employee’s salary and respectation is increase overtime although he/she did not do anything effective for the company
* The manager does not care much about his/her employees so that the accessment might be inaccurrate. He/she just know that the project or the process is done but he/she does not care much about the contribution of the employees in that project. So this can lead to wrong accessment.
* I think all 3 assumptions above would have a HIGH IMPACT on the product’s progress and the overall company if they go wrong. And based on my knowledge and the reality of Vietnam’s market place recently. I think the first assumptions would be Low Probability of it being wrong, cause the company environment nowadays is very professional and clear. The last 2 assumptions I will categorize them to Low Probability of being wrong too, because as I just said, the environment and the culture in the companies (especialy big company) is very professional and positive, so the bad things (like the last two assumptions) is really difficult to occur.

1. I suggest functional testing (blackbox) for this project. Because in this project, the requirements of ABC company is clear, pre-defined and easy to understand. Secondly, ABC company cares much about the efficiency of the product, they just want the required features to act exactly as they expected, so they do not care much about the logic, algorithms behind it. And using functional testing is also easier and save much more time comparing to non-functional testing (whitebox)