

# Summary – Human Resources & Team Management

**Source:** Chemuturi & Cagley (2010), *Mastering Software Project Management*, pp. 251–270

## Key Points:

- **Resource Estimation:** Calculate the number and type of people needed using effort estimates, skills required, and availability.
  - **Team Allocation:** Assign tasks based on capability, interest, and workload balance once the project starts.
  - **Motivation Techniques:** Use recognition, rewards, ownership of tasks, and learning opportunities to keep team members engaged.
  - **Handling Low Morale:** Address issues promptly through feedback, realignment of roles, or escalation when needed.
  - **Discipline:** Use fairness, transparency, and documentation when correcting behavior or performance issues.
  - **Managing Difficult People:** Identify root causes (personal, interpersonal, or technical), and apply coaching, mentoring, or formal intervention if needed.
  - **Best Practices:** Clear communication, regular one-on-ones, role clarity, and feedback loops are key to people management success.
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## Relevance to TTrack

Even as a solo or small-team project, you're already applying these ideas:

- ✓ Allocating tasks smartly (e.g., feature priorities),
- ✓ Seeking feedback from stakeholders (Dr. Atif),
- ✓ Staying self-motivated via milestone tracking.

As you scale or collaborate more, this framework helps prepare you for effective **tech team leadership**.