

FACULDADE DE ENGENHARIA DA UNIVERSIDADE DO PORTO

Electronic assessment for software development certifications

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Mestrado Integrado em Engenharia Informática e Computação

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Abstract

Here goes the abstract written in English.

Resumo

O Resumo fornece ao leitor um sumário do conteúdo da dissertação. Deverá ser breve mas conter detalhe suficiente e, uma vez que é a porta de entrada para a dissertação, deverá dar ao leitor uma boa impressão inicial.

Este texto inicial da dissertação é escrito no fim e resume numa página, sem referências externas, o tema e o contexto do trabalho, a motivação e os objectivos, as metodologias e técnicas empregues, os principais resultados alcançados e as conclusões.

Este documento ilustra o formato a usar em dissertações na Faculdade de Engenharia da Universidade do Porto. São dados exemplos de margens, cabeçalhos, títulos, paginação, estilos de índices, etc. São ainda dados exemplos de formatação de citações, figuras e tabelas, equações, referências cruzadas, lista de referências e índices. É usado texto descartável, *Loren Ipsum*, para preencher a dissertação por forma a ilustrar os formatos.

Seguem-se umas notas breves mas muito importantes sobre a versão provisória e a versão final do documento. A versão provisória, depois de verificada pelo orientador e de corrigida em contexto pelo autor, deve ser publicada na página pessoal de cada estudante/dissertação, juntamente com os dois resumos, em português e em inglês; deve manter a marca da água, assim como a numeração de linhas conforme aqui se demonstra.

A versão definitiva, a produzir somente após a defesa, em versão impressa (dois exemplares com capas próprias FEUP) e em versão eletrónica (6 CDs com "rodela" própria FEUP), deve ser limpa da marca de água e da numeração de linhas e deve conter a identificação, na primeira página, dos elementos do júri respetivo. Deve ainda, se for o caso, ser corrigida de acordo com as instruções recebidas dos elementos júri.

Acknowledgements

The Name of the Author

*“You should be glad that bridge fell down.
I was planning to build thirteen more to that same design”*

Isambard Kingdom Brunel

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Abbreviations

CMM	Capability Maturity Model
CMMI	Capability Maturity Model Integration
SCAMPI	Standard CMMI Appraisal Method for Process Improvement
SEI	Carnegie Mellon Software Engineering Institute
PM	Abstract Data Type
SaaS	Software-as-a-service
PII	Practices Implementation Indicators
ARC	Appraisal Requirements for CMMI
SPICE	Software Process Improvement and Capability Determination
OU	Organizational Unit
OE	Objective Evidence
CM	Configuration Management Measurement and Analysis
PMC	Project Monitoring and Control
PP	Project Planning
PPQA	Process and Product Quality Assurance
REQM	Requirements Management
SAM	Supplier Agreement Management
DAR	Decision Analysis and Resolution
IPM	Integrated Project Management
OPD	Organizational Process Definition
OPF	Organizational Process Focus
OT	Organizational Training
PI	Product Integration
RD	Requirements Development
RSKM	Risk Management
TS	Technical Solution
VAL	Validation
VER	Verification
OPP	Organizational Process Performance
QPM	Quantitative Project Management
CAR	Causal Analysis and Resolution
OPM	Organizational Performance Management

Chapter 1

Introduction

This chapter presents the context and motivation of this thesis, describing the main goals, it's objectives and the expected results of work.

1.1 Context and Motivation

Nowadays current markets are changing, we can see more often the globalization phenomenon and with that organizations are compelled to streamline their business in order to achieve a favorable market position and be able to maintain or increase their competitiveness.

In our everyday lives software takes an important role, he is everywhere and is needed more often. When he is in development it is important to make it more efficiently and with more quality. For organizations that have software currently in development failures and errors are not allowed and each one of them implies increased costs and resources being wasted. To avoid this scenario and to achieve maximum efficiency and agility, their processes and their methodologies need to be less time consuming and more effortless so good practices need to be followed in order to allow them focus on what really matters: value creation. This will provide them advantages and make them more trustful.

Organizations need to ensure that their products and services consistently meet customer's requirements, and that quality is consistently improved and certifications are a formal recognition of those ideals. Sadly those recognitions take too much time and effort and time being in some cases very painful and expensive.

SCAMPI is the Standard CMMI Appraisal Method for Process Improvement, the evaluation method of CMMI model. CMMI is a model for organizations to improve their processes and is required by many U.S. Government contracts, especially in software development. SCRAIM is the tool that is going to provide us the background and the base to work and simplify those kind of evaluations in order to save time and money. That way companies will deliver their products and services better, faster, and cheaper.

1.2 Goals and expected results

The main goal of this dissertation is to develop a group of methodologies, techniques and tools integrated in the SCRAIM interface, that will make evaluations and certain parts of certifications easier and less painful for the SCRAIM users. Although there are a number of life cycle and project management tools, few combine this with process management techniques. SCRAIM combines the two and will provide the users new features that will semi-automate the assessment for certification of an organization.

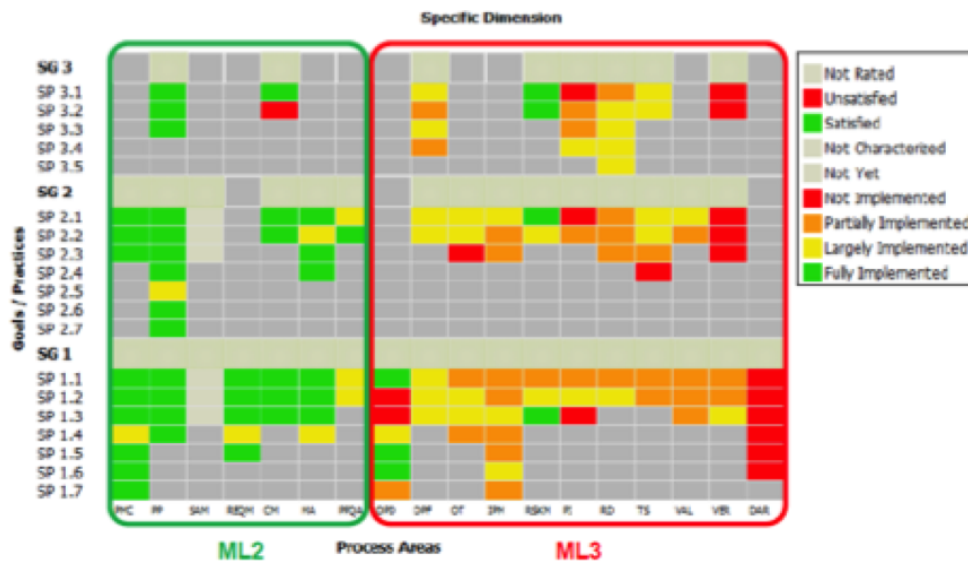


Figure 1.1: SCAMPI results

This image shows a matrix that is expected to have as output, and what is intended to do is:

- Having SCRAIM as the basis for project activity take a sample of projects;
- Analyze the project activity in SCRAIM;
- Map the information of the produced articles to CMMI;
 - Determine what are the good practices presented in SCRAIM, that can be mapped to CMMI;
 - For each one of them investigate and conclude if that practice is being followed and fully satisfied;
- Generate an matrix like the previous picture:
 - Each column represents a good practice that needs to be followed and be satisfied;

Introduction

The full-automated process is not yet feasible, so human intervention is still mandatory. With the use of SCRAIM, good practices will be followed and in the end the generated information will facilitate the decision making process. We can see many advantages of this innovation, and we believe that the application of this innovation will help reducing the costs and time of one evaluation using the SCAMPI method.

1.3 Document structure

Introduction

Chapter 2

Problem analysis

The evaluation for certification is one complex process, and requires many approaches, some acquired knowledge and some experience. To understand the problem and objectives of this dissertation, it is necessary to understand what is CMMI, in particular the SCAMPI[SCA13] method and what is SCRAIM.

2.1 CMMI

To understand better what is CMMI we need to understand what is Capability model.

2.1.1 CMM

A CMM (Capability Maturity Model), including CMMI, is a simplified representation of the world around us. Capability Maturity Models contain essentially elements of effective processes, this elements are based on concepts developed by Crosby, Deming, Juran, and Humphrey.

The SEI (The Carnegie Mellon Software Engineering Institute that is a federally funded research and development center headquartered on the campus of Carnegie Mellon University in Pittsburgh, Pennsylvania, United States) adopted the process management premise, "the quality of a system or product is highly influenced by the quality of the process used to develop it and keep it" and defined CMMs that incorporated this premise.

2.1.2 What is CMMI

CMMI stands for Capability Maturity Model Integration and is a process of improvement training, an appraisal program and a service that is administered and sold by the Carnegie Mellon University, and for some business activities is required and mandatory like many DOD (United States Department of Defense) and U.S. Government contracts, especially in software development.



Figure 2.1: History of CMMs

Carnegie Mellon University says that CMMI can be used to guide an organization, a division and process improvement across projects. The CMMI processes and methodologies can be classified according to maturity levels.

Currently CMMI is on Version 1.3 and is registered in the United States Patent and Trademark Office by Carnegie Mellon University.

2.1.3 CMMI models and process areas

Best practices of CMMI are published in documents called models, each models is addressed to a different area of interest. The current version of CMMI, version 1.3, has three different areas of interest: development[CKS06], acquisition and services.

These models are produced taking for base the CMMI framework that contains all the goals and practices used to produce the models that are part of CMMI constellations. The CMMI models contain 16 core process areas, they cover basic concepts fundamental to process improvement in any area of interest.

The material in core process areas is almost the same for all constellations of CMMI, the rest of the material need to be adjusted to a specific area of interest, so the material wont be the exactly the same.

2.1.4 CMMI model framework

CMMI framework is a basic structure that organizes and groups the CMMI components, elements of the current models, rules, methods for model generations, appraisal methods and training material, contains too process areas that will vary for each one of the CMMI areas that will be used. Process areas are the areas that cover the organization processes.

For the latest version of CMMI for Development (Version 1.3) there are 22 Process Areas, which represents the product aspects and the coverage for the organizational processes.

2.1.5 Maturity levels in CMMI for development

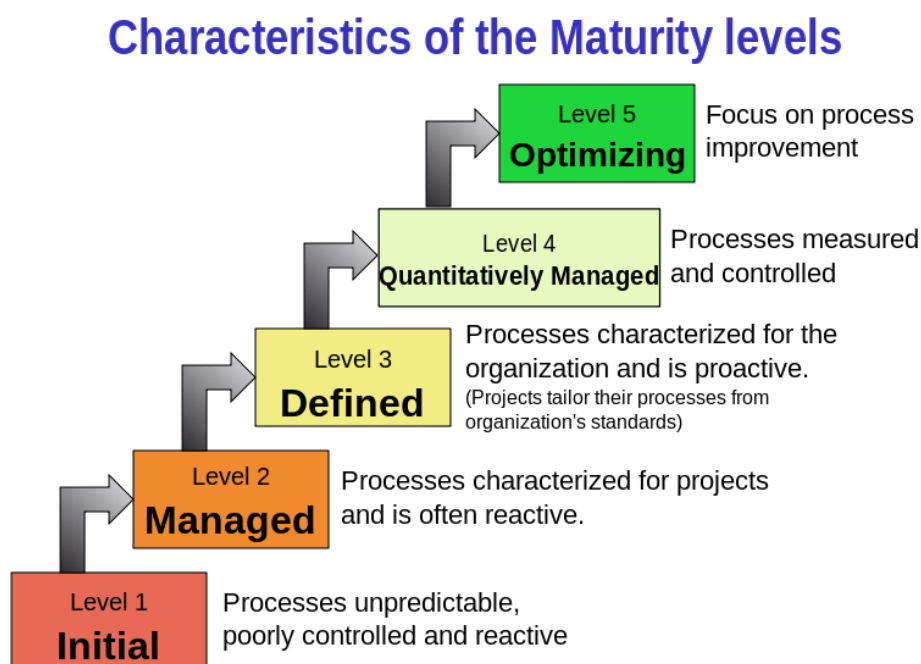


Figure 2.2: CMMI maturity levels

Processes under the CMMI methodology are rated and grouped according levels, called maturity levels. There are five levels of maturity levels defined as: Initial, Managed, Defined, Quantitatively Managed, Optimizing. These maturity levels that are rated are presented and awarded for levels 2 through 5. The following process areas listed show us the maturity levels for CMMI for Development:

- Maturity Level 2 - Managed
 - CM - Configuration Management Measurement and Analysis
 - PMC - Project Monitoring and Control

Problem analysis

- PP - Project Planning
- PPQA - Process and Product Quality Assurance
- REQM - Requirements Management
- SAM - Supplier Agreement Management
- Maturity Level 3 - Defined
 - DAR - Decision Analysis and Resolution
 - IPM - Integrated Project Management
 - OPD - Organizational Process Definition
 - OPF - Organizational Process Focus
 - OT - Organizational Training
 - PI - Product Integration
 - RD - Requirements Development
 - RSKM - Risk Management
 - TS - Technical Solution
 - VAL - Validation
 - VER – Verification
- Maturity Level 4 - Quantitatively Managed
 - OPP - Organizational Process Performance
 - QPM - Quantitative Project Management
- Maturity Level 5 - Optimizing
 - CAR - Causal Analysis and Resolution
 - OPM - Organizational Performance Management

2.2 Appraisal

Organizations cannot be certified in CMMI, so there is something called appraisal and an organization is appraised.

In an appraisal the organization gets awarded a maturity level from one to five or a capability level achievement profile. As said before many organizations are required to get some kind of recognition and others find value measuring their progress such determine how well the processes adopted by the organization are compared to CMMI best practices, to meet contractual and customers requirements and to know which areas they can improve and appraisals are the right way to do it.

Appraisals using a CMMI model must comply with the requirements set out in the Appraisal Requirements for CMMI (ARC) document. There are three classes of appraisals, A, B and C, all of them compare the processes used in the organization to CMMI processes and best practices, that way is identified improvements to make. From all three classes of appraisals the most formal is class A and it is the only one that can output a level rating.

When an appraisal is done teams use a CMMI model and an ARC document. The results from the teams are used to plan improvements for the organization.

Statistics are made and updated every six months in a maturity profile since the release of CMMI show us that the median times to move from Level 1 to Level 2 is 5 months, from that to Level 3 more 21 months.

2.2.1 SCAMPI

SCAMPI is the abbreviation for Standard CMMI Appraisal Method for Process Improvement and is an appraisal method that meets all the ARC requirements. In SCAMPI appraisals there are three types of distinct classes: Class A, B and C appraisal methods. The most rigorous method and officially recognized as that is the Class A method, it is the only method that can result in a benchmark quality rating. SCAMPI B and C provide organizations improvements less formal than the class A, however still can identify improvements to be done.

Results SCAMPI appraisal can be published on the CMMI web site of SEI, if the organizations approves this. This appraisal supports the conduct of ISO/IEC 15504, Software Process Improvement and Capability Determination (SPICE), a set of technical standards documents for the computer software development process and related business management functions.

The ARC Class A appraisals is normally conducted by SCAMPI A appraisal. The SCAMPI A Method Definition Document is where its defined rules to ensure the consistency of the appraisal ratings, so the same maturity rated in two companies means they are equal in methodologies and business processes.

2.2.2 SCAMPI Principals

As said before the class A appraisal is the only full comprehensive appraisal method that involves an ARC class A method and uses CMMI models as reference models.

This appraisal will allow organizations to gain insight about their capability by identifying the strengths and weaknesses of its current processes, prioritize improvement plans, focus on those improvements, correcting weakness that will generate risks, derive capability rating as a maturity level rating and identify risks relative to capability and maturity determinations.

This appraisal follows this principals:

- Start with a process reference model.
- Use a defined appraisal method.
- Involve senior management as an appraisal sponsor.

Problem analysis

- Observe strict confidentiality and non-attribution.
- Approach the appraisal collaboratively. (When SCAMPI is used for Supplier Selection or Process Monitoring modes, it may not be possible to use a collaborative appraisal approach.)
- Focus on the sponsors business objectives

2.2.3 The SCAMPI Process

The Method Definition Document is a document that describes SCAMPI appraisal method, this document sets the key elements of appraisal planning and the rules of conduct. Is also included in this document the level of process tailoring permitted, qualifications of the team members, evidence requirements, how to scope the appraisal and more.

There are essentially three phases to the process:

- Phase I - Plan and Prepare for Appraisal
- Phase II – Conduct Appraisal
- Phase III – Report Results

The following graphs shows us this phases, the last one includes the results report phase.

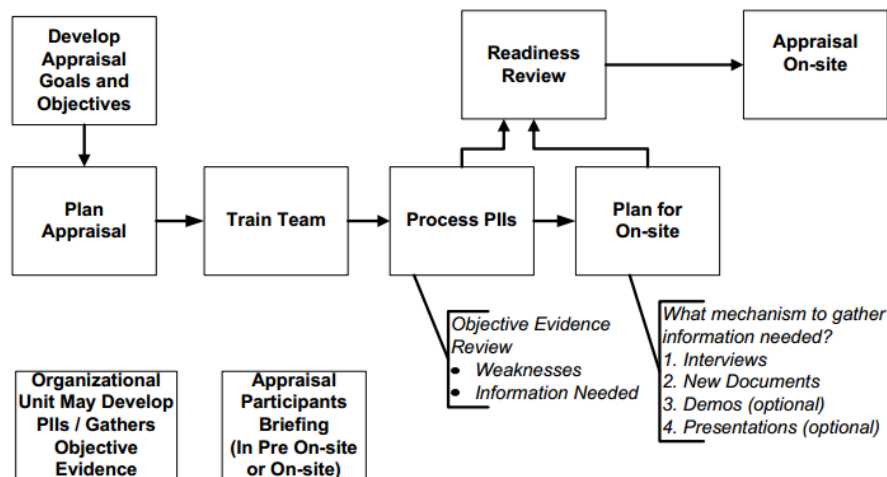


Figure 2.3: Plan and Prepare for Appraisal Activities

2.2.4 Special Terms

There are some terms to consider with special meaning, Organizational Unit (OU), Organizational Scope, Subgroup, Basic Unit, Support Function, Objective Evidence, Instantiation, Database of Objective Evidence, Practice Characterization.

Problem analysis

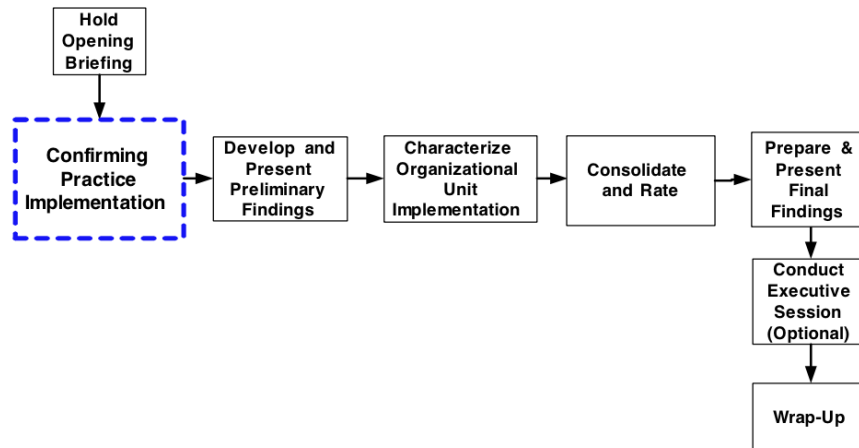


Figure 2.4: Conduct Appraisal Activities

Organizational Unit is the subject of an appraisal. Can be deployed one or more processes that have a consistent process context, operates in a coherent set of business objectives and is typically part of a larger organization. In a small organization, this unit can be the whole organization.

Basic Unit stands for a set of interrelated and managed resources that delivers products or services to a customer and usually works like planned. The plan is documented and specifies the services or products delivered or implemented, the funds, the future work and the work that is currently being done.

A collection of basic unit and support functions that represent practices used within and organizational unit is the Organizational scope.

A Subgroup is a cluster of basic units that are shared between similar process implementations and a common sampling factor alternatives.

Support Function is an organizational group that for a certain and well defined set of activities needed by other parts of the organizations provides products and/or services.

Objective Evidence (OE) are indicators of the implementation or institutionalization of model practices. Verifying practice implementation is the review of Objective Evidence to determine whether a practice is implemented within a basic unit, support function, and/or organization. Can be of two types artifacts or affirmations. The artifacts are a tangible form of evidence indicative of work being done, which is both the main output of a practical model or a consequence of the implementation of a model of practice. Affirmation is an oral or written statement confirming or support the implementation (or lack of implementation) in a practical model provided by the practice performers, provide through an interactive forum in which the evaluation team has control over the interaction. In certain cases for some practices, documents are accepted as artifacts even if they are not the primary desired result of practical practice.

Instantiation is the implementation of a model practice used in its context in the organizational unit boundaries.

2.2.5 Practice Characterization

Practices Implementation Indicators (PII) are a proof of a correct implementation of a certain CMMI Practice. When a Practice is performed will leave a mark or evidence of that operation, for example that evidence can be document produced while the practice is performed.

Appraisers look for an objective evidence in order to make an assessment. There are three types of indicators presented in the SCAMPI documentation.

Table 2.1: Indicators Types

Indicator Type	Description	Examples
Direct artifacts	The tangible outputs resulting directly from implementation of a specific or generic practice. An integral part of verifying practice implementation. May be explicitly stated or implied by the practice statement or associated informative material.	Typical work products listed in reference model practices Target products of an Establish and Maintain specific practice Documents, deliverable products, training materials, etc.
Indirect artifacts	Artifacts that are a consequence of performing a specific or generic practice or that substantiate its implementation, but which are not the purpose for which the practice is performed. This indicator type is especially useful when there may be doubts about whether the intent of the practice has been met (e.g., an artifact exists but there is no indication of where it came from, who worked to develop it, or how it is used).	Typical work products listed in reference model practices Meeting minutes, review results, status reports, presentations, etc. Performance measures
Affirmations	Oral or written statements confirming or supporting implementation (or lack of implementation) of a specific or generic practice. These statements are usually provided by the implementers of the practice and/or internal or external customers, but may also include other stakeholders (e.g., managers and suppliers).	Instruments Interviews Presentations, demonstrations, etc.

Problem analysis

After the collection of an evidence and properly examined is made a characterization of the extent to which Model practices are implemented. The model practices are characterized as described in the next table.

Table 2.2: Practice characterization table

Fully Implemented (FI)	Sufficient artifacts and/or affirmations are present (per 1.1.4 and 2.4.1) and judged to be adequate to demonstrate practice implementation, and no weaknesses are noted.
Largely Implemented (LI)	Sufficient artifacts and/or affirmations are present (per 1.1.4 and 2.4.1) and judged to be adequate to demonstrate practice implementation, and one or more weaknesses are noted.
Partially Implemented (PI)	Some or all data required (per 1.1.4 and 2.4.1) are absent or judged to be inadequate, Some data are present to suggest some aspects of the practice are implemented, and one or more weaknesses are noted. OR Data supplied to the team (artifacts and/or affirmations) conflict –some data indicate the practice is implemented and some data indicate the practice is not implemented, and one or more weaknesses are noted.
Not Implemented (NI)	Some or all data required (per 1.1.4 and 2.4.1) are absent or judged to be inadequate, Data supplied does not support the conclusion that the practice is implemented, and one or more weaknesses are noted.
Not Yet (NY)	The basic unit or support function has not yet reached the stage in the sequence of work, or point in time to have implemented the practice.

2.2.6 Appraisal Participants

In a appraisal there are several participants with roles and responsibilities crucial to its success.

The Appraisal sponsor is responsible to sponsor the appraisal and owns the appraisal results and signs the Appraisal Disclosure Statement.

Middle managers are originally from the line or staff management positions and are interviewees and data providers and if they are participant they review preliminary findings.

Basic Unit leaders have leadership responsibilities for a project, service. They are too interviewees and data providers and if they are participant they review preliminary findings too.

Support Function as the past roles are interviewees and data providers, they are practitioners and review preliminary findings.

2.2.7 Appraisal Team

The appraisal team is composed by two main Key Roles: Team Leader and Team Members. Team Leader is the person who has the overall responsibility for the appraisal, is a SEI - Certified SCAMPI[SCA13] leader appraisal and has experience and training, he signs too the final findings. Team members are those who satisfy requirements of experience and training to be part of the team and they assume one or more specific roles.

2.2.8 Team Leader Responsibilities

One of the key roles of the appraisal team is the team leader who has overall responsibility for the appraisal. He is also responsible for assign team roles for each member, ensuring that the planning activities are complete, that the SCAMPI process is being followed, scheduling monitoring and checking performance, facilitate team resolution in case of conflicts and impasses and reporting results to SEI.

2.2.9 Team Member Responsibilities

For each team member the team leader will assign a role that will ensure the proper function of the team and will facilitate the appraisal, those roles are the following:

- Appraisal coordinator

Responsible for handling on-site logistics. This position is also composed by more than one member for a multi-site appraisal.

- Librarian

Documents are managed by this member and in the end of the appraisal they are returned.

- Timekeeper

For each mini-team can be one Timekeeper and his main purpose is track team time and schedule constraints during interviews and other activities.

- Note takers

For all PAs is responsible for taking notes during data gathering sessions.

- Appraisal team

All the work is reviewed by this members.

- Mini-teams

This teams typically consist of two or three members and verify the implementation of reference model practices, reviewing objective evidence provided and identify weaknesses in the implementation. The practices at instantiation levels are characterized by its implementation extent. They have the power to request addition information if needed.

2.2.10 SCAMPI results

The appraisal is completed after the collection and evaluation of objective evidence to support the implementation of practices.

Is set a Goal satisfaction that is based on extent to the practices associated with the goal implemented. The goal is rated if and only if all associated practices are characterized as largely implemented or fully implemented, and all the weaknesses associated with the defined goal don't have a significant impact on goal achievement. With the of a program we can obtain a matrix as shown in the following image.

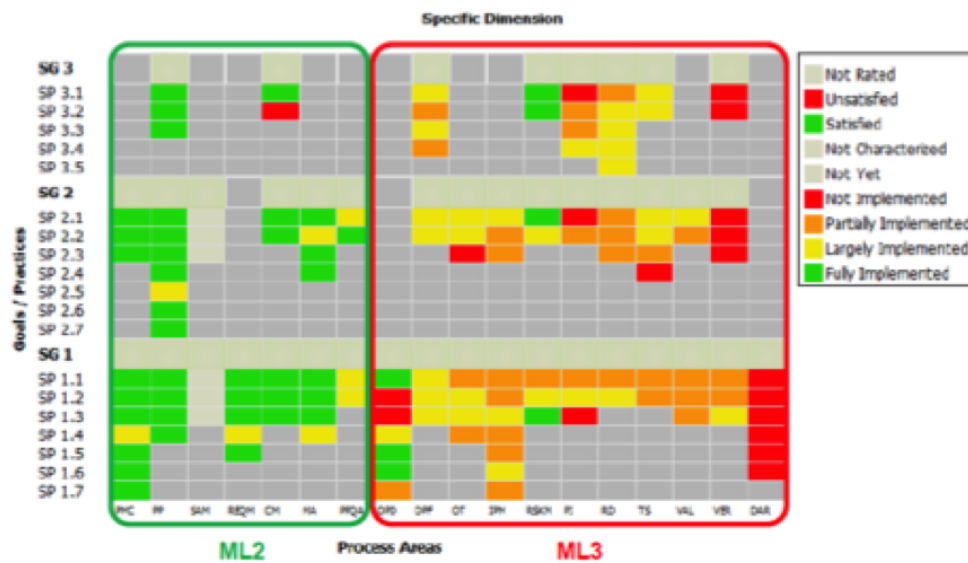


Figure 2.5: SCAMPI results

When a given Goal is determined to be either Satisfied or not, then a Capability Level (for the continuous representation) can be derived and we can appraise.

2.3 SCRAIM

SCRAIM is a project management tool based on advanced methodologies with intelligent decision support mechanisms. Also has some ready-made processes that facilitate a better management.

2.3.1 Software as a Service

SCRAIM is a SaaS, which stands for Software-as-a-Service. Software-as-a-service (SaaS) emerges as an innovative approach to deliver software applications based on cloud-computing technology. [CC07]

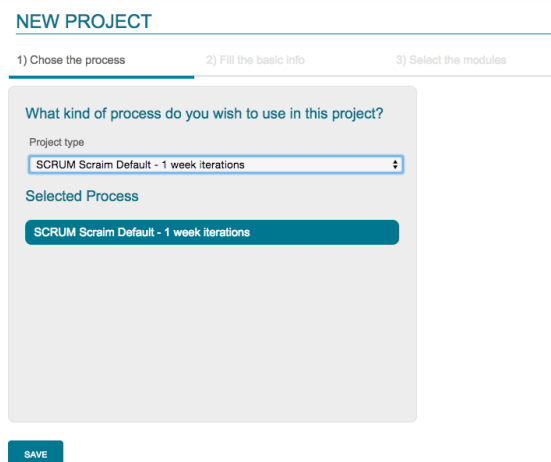
Problem analysis

This type of Software sometimes referred as simply hosted applications allows organizations and clients to access functionalities and all data stored on that platform everywhere, and it costs less than a typical licensed application. SaaS has many advantages compared to typical software, since it is hosted remotely and accessed through Web they bypass the server provisioning and software installation as requirement, making software cheaper. Another advantage of this software type is that organizations don't need to perform and handle installation problems, updates and performing maintenance.

“SaaS is one of the biggest technology trends to affect business applications in recent years.” [Hou09]

2.3.2 Methodologies and Processes

One of the reasons that can lead to a project failure is the lack of use of formal software development process, it is also known that one of the success factors is the option of appropriate development process to the organizations projects.



NEW PROJECT

1) Choose the process 2) Fill the basic info 3) Select the modules

What kind of process do you wish to use in this project?

Project type

SCRUM Scraim Default - 1 week iterations

Selected Process

SCRUM Scraim Default - 1 week iterations

SAVE

Figure 2.6: SCRAIM Process choose wizard

SCRAIM is supported by the most advanced technologies like CMMI[CMM10], TSP and SixSigma[Six] to help organizations increase projects quality. SCRAIM has a set of ready made processes like SCRUM[PQ11] and it is possible to adapt to the specific needs of a project and save to use it later.

2.3.3 Dashboard, issues, bug and Time tracking

This tool allows to track and organize projects tasks and team progress with a useful set of charts, it is also part of this a set of features to facilitate team collaboration such as: wiki, forums, news and notification system.

Problem analysis

Another feature is the scheduling of deliverables for each release of the organization project, with this it's possible to know in real time what's being delivered, what's being scheduled and who's in charge of each deliverable.

Risk Management is also supported by SCRAIM. This part of the software is designed for agile projects, giving the possibility to identify what can go wrong (risks), how to prevent that from happening (mitigation actions) and what to do if something happens (Impediments).

In order to grant the quality of the project SCRAIM has a Test Management feature, this feature allows users to easily create and manage all the tests and track their results.

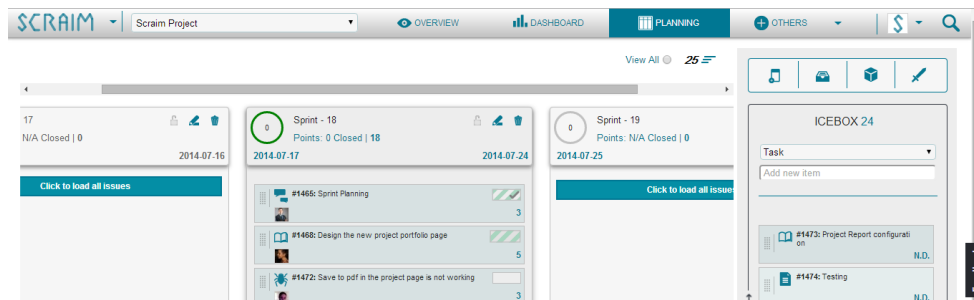


Figure 2.7: SCRAIM Planning View

2.3.4 Documentation

The project information is easily trackable cause SCRAIM allows to manage files and documentation associated to each one of the projects and to attach external repositories in order to track the changes of source code.

Problem analysis

Chapter 3

State of the art analysis

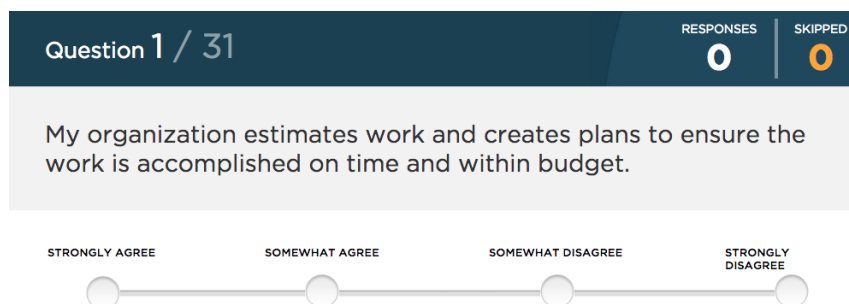
This chapter describes the related work associated with this problem, since this area is under explored the following tools are works that follow some analogue methodologies for other project processes like TSP, and some tools that are currently on the market and used for SCAMPI appraisals.

3.1 CMMI assessment checklists and tools

Leaders are recommended to identify the key business capabilities by conducting a capability maturity assessment [Hut14], to determine and find what the organization need to build or strengthen the skills, designed to raise the company, business unit, or specific function to the next level. This tool appear as an online solution to make a lightweight assessment and is a free online assessment that make possible get and track an organization capability across eight key business functions based in a group of 31 questions.

3.1.1 Assessment items

In this tools each assessment item has a statement about a particular capability or several capabilities and a scale that allow to indicate the level of agreement with the statement, based on the organization performance.



The screenshot shows a digital assessment interface. At the top, a dark blue header bar contains the text "Question 1 / 31" on the left. On the right side of the header, there are two columns: "RESPONSES" with a white circle icon containing the number "0", and "SKIPPED" with an orange circle icon containing the number "0". Below the header, a light gray box contains the assessment statement: "My organization estimates work and creates plans to ensure the work is accomplished on time and within budget." Below this statement is a horizontal scale with four circular markers. Above the markers are the labels: "STRONGLY AGREE", "SOMEWHAT AGREE", "SOMEWHAT DISAGREE", and "STRONGLY DISAGREE". The first marker, "STRONGLY AGREE", is currently selected and highlighted.

Figure 3.1: Assessment item question

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The scale included in the assessment item also includes a descriptive information about the organization performance at both ends of the scale, visible on the example given below.

The interface displays a horizontal Likert scale with four points: **STRONGLY AGREE**, **SOMEWHAT AGREE**, **SOMEWHAT DISAGREE**, and **STRONGLY DISAGREE**. Below the scale, there are two text boxes. The left box, corresponding to the 'Strongly Agree' end, contains the text: "We produce realistic estimates based on the work to be accomplished, using well-defined techniques. Our plans are detailed enough to enable effective tracking and understand when corrective actions are needed. A shared understanding of the scope and details of the work are agreed to with the people who will perform the work and the customer." The right box, corresponding to the 'Strongly Disagree' end, contains the text: "Our estimates are unrealistic and our plans are either too detailed to be followed or not detailed enough for adequate control. Work efforts are often late, or deliveries are over budget or contain less than the agreed to features or functions." Below these text boxes are three buttons: "NOT APPLICABLE" (with the subtext "Don't show again"), "SKIP QUESTION" (with the subtext "I'll respond later"), and "SUBMIT ANSWER" (with the subtext "or save and continue later").

Figure 3.2: Assessment item scale

These descriptions are given to the user with the intention of helping the most accurate positioning of the organization on the scale.

Organization term is defined by the user for purposes of self-assessment. The evaluated scope is also by the user and can be the company, organizational unit, division, directorate, department or work group.

It's possible to skip a question in the list of items and come back later to answer and there is an option named Not Applicable to exclude the question from the results, and this answer only should be chosen if:

- Actual question is related to an area outside of the organization scope.
- It's valid for the organization's but the performance of the activities is not known.
- The user that is performing the assessment doesn't have sufficient expertise in the subject to understand the intent of the question.

The answers are editable before the submission of the assessment in a screen for a final review, it is possible to save the current state and progress at any time and resume it later. It is only possible to submit and get an assessment if all questions are answered.

After answering all questions provided as requirement and those survey submitted will be shown a high level snapshot of the organization current capability states and will be included in each item some suggestions for developing the next steps.



Figure 3.3: Example of a result an assessment

3.2 PSP/TSP assessment checklists and tools

3.2.1 PSPchecker

The main objective with PSPChecker[PF10] is help teachers being able to make decisions faster, help the students achieve better results and comprehension about PSP. After a market study of all existing tools and some discussion with specialists, was fundamental to create a tool with some of the next functionalities because provides new points never before approached in PSP. As

3.3 Appraisal and assessment assistant tools

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4.1 Envisioned approach

4.2 Work Plan

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Chapter 5

Conclusions

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References

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Appendix A

Loren Ipsum

Depois das conclusões e antes das referências bibliográficas, apresenta-se neste anexo numerado o texto usado para preencher a dissertação.

A.1 O que é o *Loren Ipsum*?

Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard dummy text ever since the 1500s, when an unknown printer took a galley of type and scrambled it to make a type specimen book. It has survived not only five centuries, but also the leap into electronic typesetting, remaining essentially unchanged. It was popularised in the 1960s with the release of Letraset sheets containing Lorem Ipsum passages, and more recently with desktop publishing software like Aldus PageMaker including versions of Lorem Ipsum [?].

A.2 De onde Vem o Loren?

Contrary to popular belief, Lorem Ipsum is not simply random text. It has roots in a piece of classical Latin literature from 45 BC, making it over 2000 years old. Richard McClintock, a Latin professor at Hampden-Sydney College in Virginia, looked up one of the more obscure Latin words, consectetur, from a Lorem Ipsum passage, and going through the cites of the word in classical literature, discovered the undoubtable source. Lorem Ipsum comes from sections 1.10.32 and 1.10.33 of “de Finibus Bonorum et Malorum” (The Extremes of Good and Evil) by Cicero, written in 45 BC. This book is a treatise on the theory of ethics, very popular during the Renaissance. The first line of Lorem Ipsum, “Lorem ipsum dolor sit amet...”, comes from a line in section 1.10.32.

The standard chunk of Lorem Ipsum used since the 1500s is reproduced below for those interested. Sections 1.10.32 and 1.10.33 from “de Finibus Bonorum et Malorum” by Cicero are also reproduced in their exact original form, accompanied by English versions from the 1914 translation by H. Rackham.

A.3 Porque se usa o Loren?

It is a long established fact that a reader will be distracted by the readable content of a page when looking at its layout. The point of using Lorem Ipsum is that it has a more-or-less normal distribution of letters, as opposed to using “Content here, content here”, making it look like readable English. Many desktop publishing packages and web page editors now use Lorem Ipsum as their default model text, and a search for “lorem ipsum” will uncover many web sites still in their infancy. Various versions have evolved over the years, sometimes by accident, sometimes on purpose (injected humour and the like).

A.4 Onde se Podem Encontrar Exemplos?

There are many variations of passages of Lorem Ipsum available, but the majority have suffered alteration in some form, by injected humour, or randomised words which don't look even slightly believable. If you are going to use a passage of Lorem Ipsum, you need to be sure there isn't anything embarrassing hidden in the middle of text. All the Lorem Ipsum generators on the Internet tend to repeat predefined chunks as necessary, making this the first true generator on the Internet. It uses a dictionary of over 200 Latin words, combined with a handful of model sentence structures, to generate Lorem Ipsum which looks reasonable. The generated Lorem Ipsum is therefore always free from repetition, injected humour, or non-characteristic words etc.