**Ponder 12**

Scenario 1: Owner of a small company

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| **Variable** | **Feature** | **Value** |
| **ACAP** | Free training will be given to all workers.  Regular visit of bigger and similar teach company.  Free subscription of one magazine of their choice that’s related to their work. | **0.86 (**Everyone will be a highly motivated candidate who wants to do something that brings change not just making a living) |
| **DEXP** | There will be an expectation that each worker has worked some sort of group project using version control system) | **1.04** (At least one year of experience needed.  Need experience in version control) |
| **DVOL** | Depending on software maintenance team will work on bringing new update in software. | **1.10** (Depending on software we will have semiannual major change and monthly minor change) |
| **LEXP** | Everybody should be knowledgeable about most of the popular language. | **1.04 (**Everybody should be fluent in one of the web, server, and core language) |
| **MCLS** | The team will be small and will work in the same office space. | **1.00** (Everybody in the team will have equal access to the information about the project) |
| **MODP** | Training will be given for all the employee about modern programming practices when they join the company. | **1.00** (We want everybody to be somewhat familiar with modern programming practice) |
| **MORG** | Everyone will work as an independent worker in their team of developer, tester, and designer. | **1.00** (Everyone will work as one team in the small environment) |
| **MULT** | We want everybody to collaborate with each other. | **1.00 (**Everyone will work from the same office) |
| **PCAP** | Regular coding challenge will be done.  Will join Hackathon where the whole team will participate. | **0.86** (Motivation is very important to me, and I will try my best to motivate workers to pursue higher) |
| **PEXP** | No changes in software development system pattern. | **1.07 (**Methodology will be changed once a year) |
| **PVOL** | Methods of communication and development will be discussed and changed annually or semiannually. | **1.10** (Methods will be discussed at the beginning of a new project) |
| **RLOC** | Everybody will be on the same floor | **1.00 (**Support will be close by and the team will be small) |
| **TEXP** | It will be the same as DEXP.  Will focus more on multi-platform and distributed system like app designing in web and mobile. | **(1.02)** Need to have at least one year experience in a multi-system environment. |
| **TOOL** | All the worker will have same level of automated tools.  Depending on the software developing, tools will be given; there will not much for real-time programming. | **(0.83)** Everyone will be given highly automated tools based on their field. |

## Scenario 2: A new hire

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| **Variable** | **Feature** | **Value** |
| **ACAP** | Will take different training provided.  Will be active to learn the business and developing skills. | **0.86 (**I will work as a part of the team and will ask for the review from seniors and experienced people in my group) |
| **DEXP** | Will try to be effective in teamwork. | **1.15** (Most of the development environment are either multi-user or distributed system, and with no experience, it will have a high penalty) |
| **DVOL** | I would love major change annually and minor change biweekly or monthly. | **1.13 (**If I am working in a big project like android or OS update I want biweekly minor updates) |
| **LEXP** | I will try to teach myself some new programming language if needed. | **1.00 (**I will try to be fluent in one programming language from web, core and server languages. |
| **MCLS** | Working for a big company means less information about the project and vice versa for a small company. | **1.06** (I don’t mind some information being secret) |
| **MODP** | I will self teach about new modern programming practice. | **0.91** (I want to be on top all the modern programming approach; at least know somewhat on how to use it) |
| **MORG** | I will have a clear view of what we did and our team goal. | **1.15** (Usually when we are working for the big company we have to often deal with multiple contractors) |
| **MULT** | Will try to work in a team and try to make the workplace a single site than everyone on their own. | **1.07** (No developer should be farther than a few walking steps) |
| **PCAP** | Will try to be friendly and social.  Will try to learn new skills at home so I can work with more experienced people. | **0.86** (I will be highly motivated in what I do and will try to gain experience as fast as possible) |
| **PEXP** | Will try to keep the team in one methodology for the benefit of team progress. | **1.13** (Will try to accommodate with new change) |
| **PVOL** | Change in development method and communication method brings inconsistent in development. | **1.08** (I like communication method to be consistent) |
| **RLOC** | Depends on size but I can ask maybe my seniors and college if I cannot figure out things even after a long struggle to figure it out. | **1.12 (**Depends on company size but would like to support personnel to be close by) |
| **TEXP** | I have little experience in multi-user and distributed system. Have done programming in different platform | **(1.02)** I think this is something to learn over time and this score shows my knowledge in this area. |
| **TOOL** | Will read article of new tools and library available on regular basis. | **0.83** (I will choose the most modern-day tools that I am familiar with) |

To be more effective it is better If we keep things as simple as possible. When we make things complicated and the team is big most of the time is lost in team management and communication. The small team wins but when the software is big then it is not possible to do. I guess it is one of the reasons why when startup focus in a small area they tend to be more successful then bigger companies.