

Resources Management

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Lecture #6 out of 10

80 minutes

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1. One of your programmers is lagging behind: *no contribution* from him for more than three months. Who should be fired?

1. Him

2. You

3. Both

4. Nobody

#responsibility

2. You want better *engagement* of your team in the project, what is your best instrument for that?

1. Fun
2. Challenges
3. Appreciation
4. Money

#pyramid

3. Two programmers argue. Your job, as a project manager, is to ...

1. Silence them down
2. Find a compromise
3. Take one side
4. Encourage the fight

#conflict

4. A programmer says that she failed her task because her cat was sick — she had to spend the entire day in the hospital. “Will you *punish* me?” she asks. What do you answer?

1. “Let’s ask the team to decide.”
2. “Of course not! You have a reasonable excuse.”
3. “This time I won’t, but next time be more responsible!”
4. “Why do you ask me?”

#slavery

5. A programmer asks for a raise, motivating it by the fact that he has built the entire payment module and now only he can maintain it. What do you do?

1. Fire him
2. Give him and everybody a small raise
3. Promise him a raise
4. Give him a raise, and a bonus

#silo #turnover

6. You join a team where morale is low: people quit, no enthusiasm, gossips, etc. What would be your primary focus?

1. Organizing team building sessions
2. Sorting out the backlog
3. Hiring refreshment
4. Firing mood breakers

#morale

7. A good programmer that you can't lose comes to you with a 2x job offer from Company X, asking for a raise. What do you do?

1. Let him go
2. Negotiate, pay 1.5x
3. Try to bully Company X to make them call off the offer
4. Give him a raise

#fire

8. You notice that a programmer is watching YouTube while the deadline is approaching. You...

1. Fire him
2. Ask him “What are you doing?”
3. Talk to him later
4. Join him

#micromanagement

Homework:

Design a “*Job Offer*” for a new programmer that might join your team. Explain to them how your team will reward and punish him/her for good and bad performance.

Read this:

[How Much Do They Suffer? \(2019\)](#)

[10x Paychecks for 10x Programmers \(2019\)](#)

[Gluten-Free Management Recipes \(2017\)](#)

[How Much Do You Love Conflict? \(2017\)](#)

[How to Hire a Programmer \(2016\)](#)

[How Do You Punish Your Employees? \(2016\)](#)

[Employee Turnover Is Good for the Maintainability of Your Code Base \(2015\)](#)

[Are You a Micromanager? \(2015\)](#)

Team Morale: Myths and Reality (2015)

Bibliography