

Questions for Interviews

	Dimension Consideration	Example Questions
General Background	<ul style="list-style-type: none"> a. Service scale/type b. Job level c. Work content and process d. Proportion of outsourcing corresponding to services 	<p>Question 1: What are the job responsibilities you have in the team? Please describe the work process briefly.</p> <p>Question 2: What is the proportion of outsourced personnel that you are responsible for in the team?</p> <p>...</p>
Task Distribution	<ul style="list-style-type: none"> a. Considerations: task type; task workload; employee job level, quality; b. Distribution frequency: daily, every half week, weekly c. Distribution granularity: "package" allocation? "Unit" allocation? 	<p>Question 1: What personal abilities of employees do you usually consider when assigning tasks?</p> <p>...</p>
Effort Estimation	<ul style="list-style-type: none"> a. Considerations: task type; employee job level, quality; ... b. Estimation unit: such as person-month c. Estimation range: approximate range of effort estimation 	<p>Question 1: What factors do you usually consider when estimating effort?</p> <p>...</p>
Process Monitoring	<ul style="list-style-type: none"> a. Progress tracking: how to track work progress? b. Access requirements: Are there any access requirements other than company-wide access? c. Judgment of demand delay: What are some common delay behaviors and delay data? d. Handling of demand delay: How to handle delayed delivery of demand? 	<p>Question 1: How to track the progress of demand development in the development or testing process?</p> <p>Question 2: Will there be a situation where demand is delayed in delivery?</p> <p>...</p>
Review and Evaluation	<ul style="list-style-type: none"> a. Artifact review: How to evaluate the quality of artifacts, whether there is a checklist, whether it is only based on tool scanning, and whether there are differences in formal employee artifact review. b. Employee evaluation: Are there demand evaluation criteria? If there are no objective evaluation criteria, is there subjective evaluation based on experience? How to handle demand for delayed delivery? 	<p>Question 1: What are the outputs of employees in their work?</p> <p>Question 2: How to evaluate the quality of demand output and completion efficiency?</p> <p>...</p>
Subjective Expectations	<ul style="list-style-type: none"> a. What dimensions do you hope to observe the growth of outsourced employees (growth curve)? b. What behaviors can help the company improve the accuracy of estimation? 	<p>Question 1: From which dimensions do you want to see estimation-related data?</p> <p>Question 2: What characteristics do you think outstanding employees possess?</p> <p>...</p>
Others	<ul style="list-style-type: none"> a. Data retention b. Platform for recording c. Database for recording 	<p>Question 1: What data retention is there in the work process of your department?</p> <p>...</p>