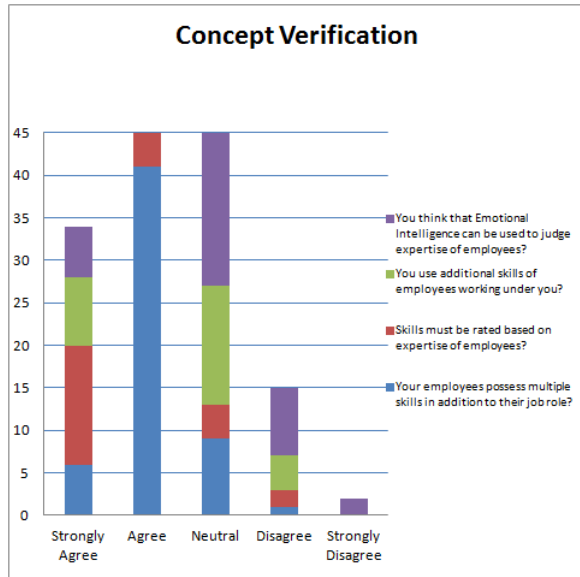
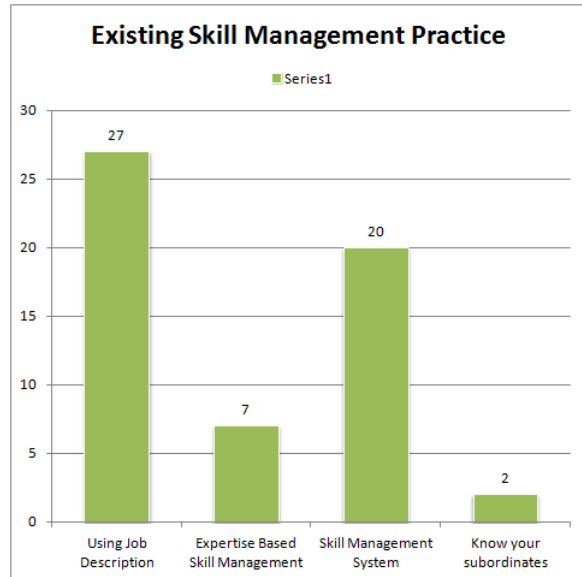


B Appendix-B

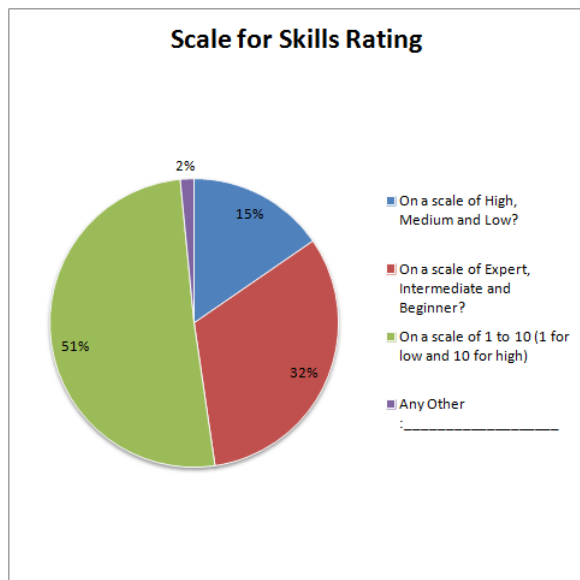
In In this appendix, we show the results of analysis that is performed on the response of questionnaire in the form of graphs. On the basis of these results, we propose and develop the skills calculating framework and the supporting tool. An overview of the results is already given in Section 3.



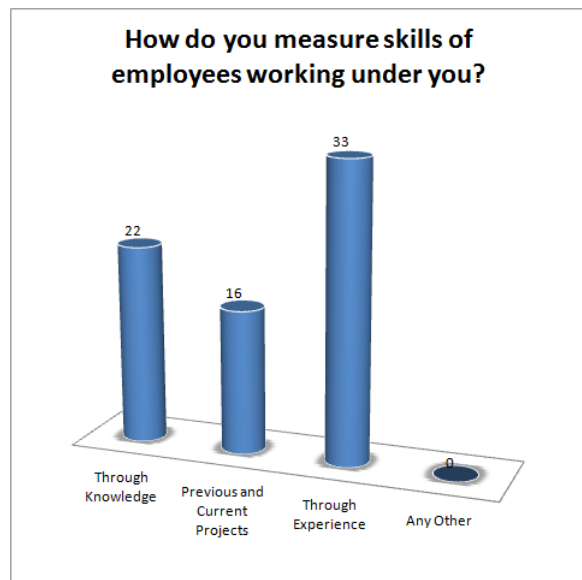
(a) Concept Verification



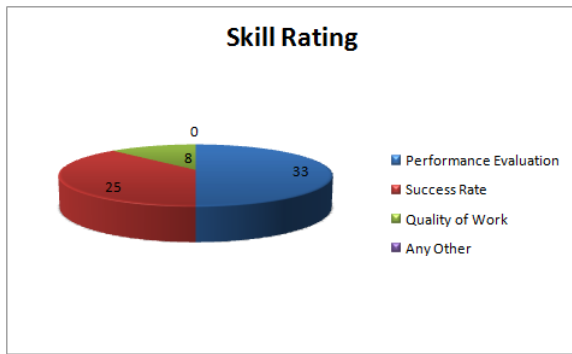
(b) Skill Management Practice



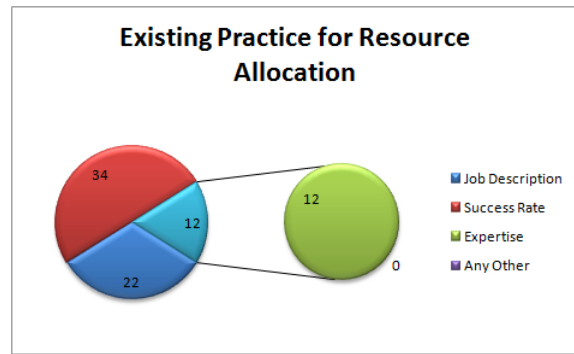
(c) Scale for Skill Rating



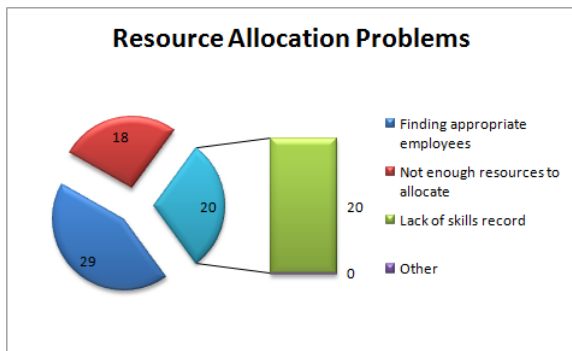
(d) Current Practice for Skill Calculation



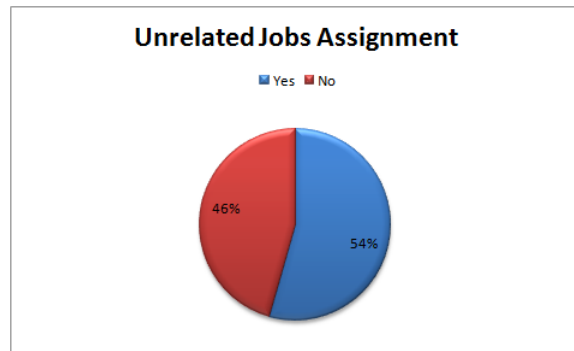
(e) Skill Rating



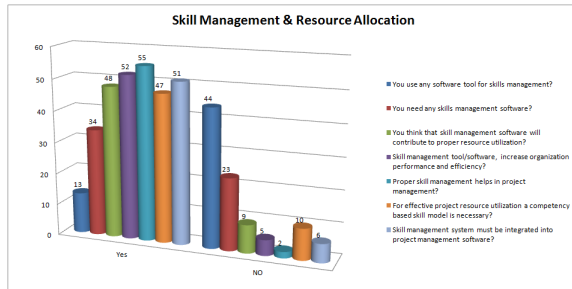
(f) Resource Allocation Practice



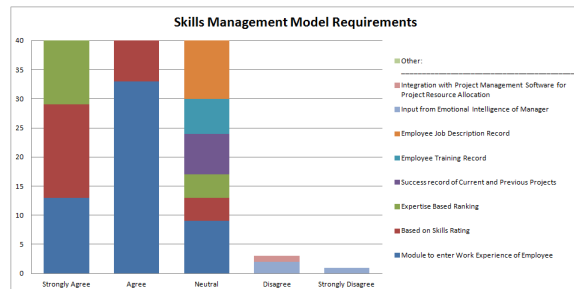
(g) Problems in Resource Allocation



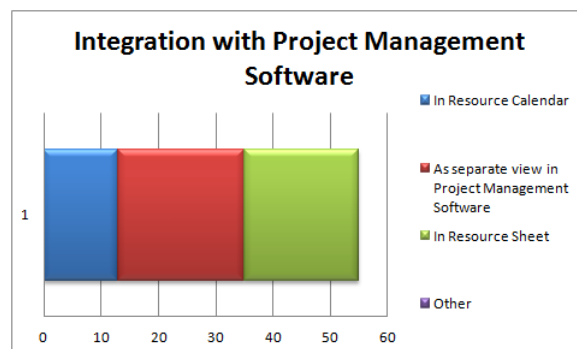
(h) Un-Related Job Assignment



(i) Skills Management and Resource Allocation



(j) Skills Management Model Requirements



(k) Integration with Project Management Software