



SNS COLLEGE OF ENGINEERING



Kurumbapalayam(Po), Coimbatore – 641 107

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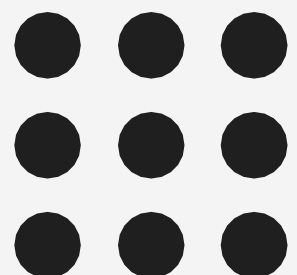
Department of Information Technology

Course Name – IT8075 Software Project Management

IV Year / VII Semester

Unit 5 – Staffing in Software Project

Topic 1 – Managing Staff



Organizational Behavior/ IT8075 SPM /

Sivagami R / IT/SNSCE

Managing Staff

Core concerns

- Staff selection
- Staff development
- Staff motivation
- Well-being of the staff during the project



Managing Staff

Understanding Behavior

- Positivist approach- favour experimentation as the means of establishing the relationship between inputs and outputs.
- Interpretivist- contrast to positivist approach
- People's behaviour
- Personal characteristics



Managing Staff

Organizational Behaviour

- Frederick Winslow father scientific management
- Analyse most productive ways of doing manual work

Taylor's basic objectives

- Select the best people for the job
- Instruct them in the best methods
- Give incentives in the form of higher wages to the best workers



Managing Staff

Attitude of People at work classified by Donald McGregor

- Theory X
- Theory Y

Theory X

- Average human has innate dislike of work
- There is need for coercion, direction and control
- People tend to avoid responsibility





Managing Staff



Theory Y

- Work is as natural as rest or play
- External control and coercion are not the only ways of bringing about effort directed towards an organization ends
- Commitment to objectives is a function of the rewards associated with their achievement
- average human can learn to accept and further seek responsibility
- Capacity to exercise imagination and other creative qualities

Best methods to select staff

Staff Selection

- Differentiate between eligible and suitable candidate
- Eligible – CV with proven experience and qualification
- Suitable - Can do job well.

Recruitment Process

Create a job specification.

- Content includes types of task to be carried out.

Create a job holder profile

- Describes the characteristics of the person who could do the job

Obtain applicants

- Identify the media that potential job holders are likely to consult. Elicit CVs



Best methods to select staff

Examine CV's

- Select potential candidates from CVs.
- Do not waste everybody's time interviewing people whose CV clearly indicates are unsuitable.



Interviews

- Selection processes could include aptitude tests, examination of work portfolios.
- Make sure selection processes map to the job holder profile



Other procedures.

- e.g. taking up references, medicals etc



THANK YOU