



# **SNS COLLEGE OF ENGINEERING**



**Kurumbapalayam(Po), Coimbatore – 641 107**

**Accredited by NAAC-UGC with 'A' Grade**

**Approved by AICTE, Recognized by UGC & Affiliated to Anna University, Chennai**

## **Department of Information Technology**

**Course Name – IT8075 Software Project Management**

**IV Year / VII Semester**

**Unit 5 – Staffing in Software Project**

**Topic 4 – Stress, Health and Safety**



**Stress, Health and Safety/ IT8075 SPM /**

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# Stress

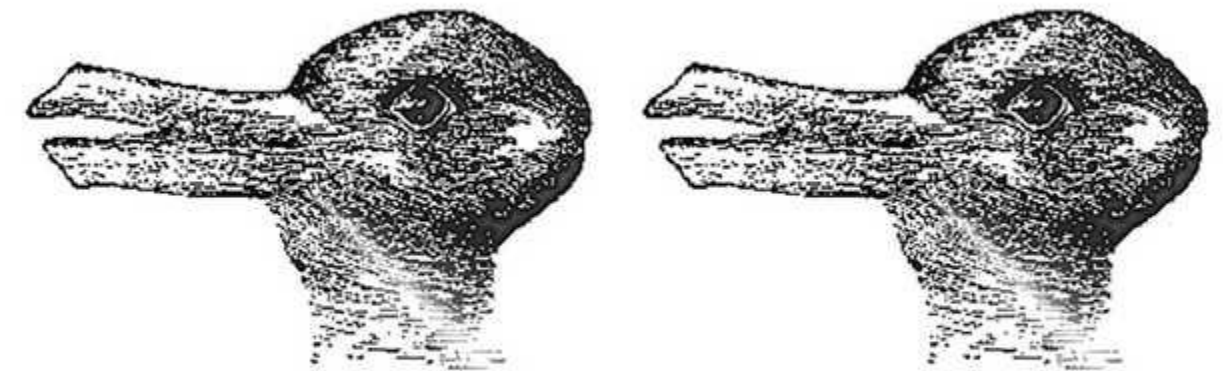
- Project manager and team leader under pressure.
- Some pressure is healthy.
- Beyond certain level of pressure, quality of work decreases and health can be affected.
- Many work overtime and no additional payment.
- It is necessary to put extra effort to overcome temporary obstacles.
- Good project management can reduce overtime by realistic assessment.
- Good planning and control reduce unexpected problems



# Stress

Good project management should lead to:

- Reasonable estimates of effort
- Good project control leading fewer unexpected crises
- Making clear what is expected of each team member – reduces **role ambiguity**
- Role ambiguity can cause stress – staff have no clear idea of objectives.
- Reduced **role conflict** where a person is torn between conflicting responsibilities
- Bullying tactics are a symptom of incompetent project management.



*What Do You See?  
-Ducks, Rabbits or Both*

# Health and Safety

- Prominent in construction and heavy engineering than ICT projects.
- Safety policy document, Project manager must aware of it.
- Management of safety should be embedded in project management.
- Responsibility for safety defined at all levels.



## WORK SAFETY





# Health and Safety

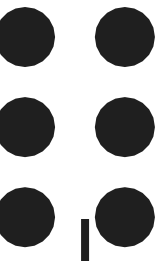
Point needed to be considered

- Top management must be committed to health and safety (H&S) policy
- Delegation of responsibilities relating to H&S should be clear
- Job descriptions should include H&S related responsibilities and agree to them
- Deployment of safety officer and support of expert
- Consultation on safety
- Adequate budget for safety costs.





# Ethical and Professional Concern



Ethics relates to the moral obligation to respect the rights and interests of others – goes beyond strictly legal responsibilities

## Three groups of responsibilities:

Responsibilities  
that everyone has

Responsibilities  
that people in  
organizations have

Responsibilities  
relating to your  
profession or calling



# Ethical and Professional Concern



There are some who argue that ethical organizational ethics are limited:

Stockholder theory (e.g. Milton Friedman).

An employee's duty is to the owners of the business (which often means the stakeholders) above all others – although legal requirements must be met.

Competitive relationships between businesses.

Competition may cause you to do things that could have a negative impact on the owners or employees of competitive businesses



**THANK YOU**