

# A Novel Approach for Managing Software People & Team

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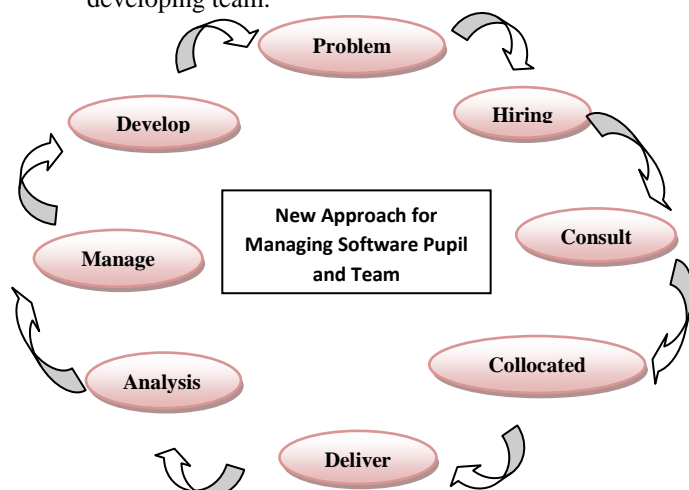
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**Abstract**— The paper discuss about the managing the software people and team involved in the software organization where it also deals the adding manpower to the assigned work and some of the rules are approached for manpower process and it explains the time saving in the software project completion. Also the paper clearly says about the communication, hiring, teamwork and problem solving methods. Where managing process and delivering of project and product in the particular duration are to be discussed.

**Keywords:** Manpower, Hiring, Teamwork, Communication.

## I.INTRODUCTION:

Managing of software people in the IT based organization faces many problems in the process of allocating manpower to the specified project working. Being less number of peoples in the team will be unable to create the project quickly. The Hiring process of the people in a selected team has to be chosen by the skilful human resource managers in the new way to appoint the team members with the necessary qualities that they should have to be fit for the project/product developing team.



Teamwork of the software field are also important because a project is in the IT does not depend on single person it is developed with the group of people so there will be the effective projects can be created. Communication also plays important vital role in the software organization and the person have to be work with the group of people and

shares the knowledge among the team. And the new rules are going to be discussed for the following activities.

## II.PROBLEM SOLVING:

Usually in the organization there are many problems can be occurred and the problems may be sometimes easier and also it will be in complex situation so some of the new rules have to defined for this process. In the case of easier problem it does not have more rules are not necessary but if we take complex situation some rule are needed.

### A. Vision:

Before if the problem is going to be handled there should be clear status of the problem have to be known. By knowing the clear status of the problem will be more helpful to solve the problems easily. And various ideas have to be collected from the members of the organization.

### B. Divide:

The other rule for the problem solving method is to dividing techniques where the problems are to be divided in a step wise manner and the problem are to be solved step by step so the problem may be faced easier.

## III.HIRING:

The Hiring process is the most vital important process in the software organization where initially the organization will recruit the skilful person. Sometimes some of the manpower and employee requirement will be needed for the organization later so that the initial hired people take us X's hire and this hire will refer the Y's hire so this Y will have some less knowledge than the X's and in future Y's hire will recruit Z's hire and therefore it is the continuous process. So the n number of hiring process should be stopped completely so there will be always rich with skilful person in the organization.

## III.COMMUNICATION:

The communication plays the important term in the software industry where the good communication team will achieve more successful

projects and the communication is defined as clear speaking and listening. The good listener will always achieve bigger there are some new rules are defined for the communication purposes. Usually the person in the team has to be listening more than they should have to talk lesser.

The person in the project should not be left alone and there will not be any proper communication between team members. And the team leader should have communicated with the team members whether the work has completed, also the team leader should analyse how much work has completed and this processes have to be achieved regularly.

#### **IV.COLLOCATED TEAMWORK:**

Teamwork always defines the combined group work of every member and in the team each person is responsible for project success as well as failure. In the software organization there are various teams are available such as developing team, testing team and the analysing team. So every team in the project work separately.

But in our cases the team should be combined or mingled such as working of different team in the various sectors they should put in the same team itself. For example in the testing team and developing team will work separately in our cases we have to colocated the both teams such that programmers in the software team will can be able to produce efficient code for the project / product.

#### **V.DELIEVERY METHODS:**

Normally delivering of the product is the important thing in the software organization. For example if the project comes quick to the developing team the proper time should be allocated and the role involvement for individual are assigned as quick as possible.

Shipping the product at right time will make the good response to the client and moreover they prefer the same organization which delivers the quick and quality product. The assigned rule is at the end of the development is not to write code now the time to ship the product. Also there are should not be assumed delivery before knowing of the project completely.

#### **VI.REQUIREMENTS:**

The requirement is most important thing in the software development life cycle and without knowing the requirement the software are unable to create the initial stage also the client needs should be clearly noted by the analysis team.

##### **A. Adding Bugs:**

The requirement is the important phase of the software developing life cycle system. For example if the client needs to create a software for accounting and if the team gathers the minimum level of requirements to the system then it would become the adding of unwanted bugs to the program.

##### **B. Methodology:**

Methodology is the second term where the project development team is unable to create the complete product solution and the mistake is not responsible to only the development side also it takes for the requirement phasing team.

##### **C. Iteration Process:**

The iteration process is one of the critical parts in the development phase where the customer needs is important and the customer does not get satisfy until they get the required output of the product. So that the iteration process will be critical and it will be changed continuously according the change of ideas of the client.

##### **D. Customer Satisfaction:**

Before starting of the project the development team and the client will discuss about the budget, schedule and scope of the project but in the final case of the product the only thing will be going seriously that the client will like the product or not. Where this to be clearly managed by the both management team and developing team of organization.

#### **VII.DEVELOPING STAGE:**

The developing stage is the most important process in the software life cycle where the process can be divided into two categories little processing and large processing where the little process should not take to the higher levels of effort and it will take to the confusion chaos. Also the large process there should be more effect has to be taken while developing product.

##### **A. Quality Assurance:**

The quality assurance is the vital term in the developing process where there should be the better quality to the little process also then the entire product will reach the better quality for the process.

##### **B. Associate:**

The associate is one of the necessary terms in the software developing system where the developer does not focus the task/work has to be

completed also they have to associate with the customer needs so there will be effective software can be produced.

## VIII.SELF MANAGEMENT:

The self management is the final objective of this paper where the person in an organization has to learn more things in the surviving successfully in the organization. For example they have to manage the time, priority management and communication management are available in the n number of terms where every person involved in the organization are to learn self management system.

### A. Responsibilities:

The responsibilities term is involved in the self management system where this has to been done with the scheduled and proper manner also to split up each and every task so there no be burden will occur at any cost.

## VIII.OVERVIEW:

The overview of the new software managing system where it clearly states more approaches and terms which could be helpful to the running of the software organization successfully. All the required criteria are important to the managing the entire software people and their respective teams.

Whenever there is new problem arise the new rules can be approached but the existing defined rules are also to be matched for sometimes and get a perfect solutions. Whatever rules are approached for this paper is to be followed in a subsequent manner so there will be better product can be developed in the system.

## IX.CONCLUSION:

Thus the paper discuss about the complete managing rules for the entire software people and the software team by following thumb rules so the management can be able to control all the defects and problems cannot be raised. Every problem should be handled and focused in a clear state manner so the organization can be run on a effective and successful manner also these are necessary rules for the software organization system.

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