

Traditional and Modern Management in Software Engineering teams

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Abstract: Traditional management forms in many software development organizations required employees to keep time and work tirelessly at their postings until a particular task is done. The sad practice was that the management never gave the employees or their workers platforms for recreation and health benefiting activities. As a result, many companies would lose lump sum resources in dealing with the health effects of the ill health of the workers and would consequently lose their profits for the time the workers were absent due to the ill health caused by continuous work. The paper makes a comparison between traditional forms of management vis a vis modern management forms which take into account the social life of the employee, their health and happiness as well. The paper presents the view that when a software developer works in a team and group, their creativity and service delivery are greatly improved and their happiness makes them look forward to being a part of the team.

Keywords: Engineering teams, benefiting activities, development organizations.

1. INTRODUCTION

Workplace trends usually seem out of place at times. Over the recent past, this has been the reason why employees in different organizations have changed the way they dress and it has become commonplace to find employees dressed in t-shirts and jeans on normal working days. The dressing trends at the workplace have increasingly become formal and everyone wants to jump on the bandwagon. Other than the current trends in workplace dressing codes, the workplace environment is changing in a big way. The approach with which different professionals will be working on should inform how future trends will be rolled out. This paper therefore seeks to bring to the fore the concepts of traditional management and modern management styles and attempt a comparison of the two with a view to making a consideration on how the two will fuse as we go into the future.

2. DISCUSSION

In looking at the differences that may arise, we must look at the modern methods of management and the traditional ones where then; we would be able to ascertain for fact the similarities between the two. First, the two systems are similar in terms of the work-hour input at the work place. Traditionally, many organizations and companies have clearly defined and designated hours of work where the employees are supposed to be engaged in productive endeavors in the company. There are as well, in the case of holidays, a given schedule where workers or employees can opt to work for higher pay or just stay and enjoy their free weekends and holidays. Therefore, it would only be prudent that such worker or employee report to work within the scheduled time limits and also make sure that they work within the required timelines in terms of hour input unless they want to be reprimanded by their seniors (Certo, 2015).

For software engineers, the above is true and very fundamental in driving the team action projects to completion. It is the same for programmers the reasons being specifically that the task that this group of employees engage in require team work and participation. According to Anderson (2003), the foregoing might seem a reality until the employees are faced with the different challenges created by work demands. Such difficulty might sometime grapple one employee without getting any assistance from the group members. The sad reality in the matter is that there is a disconnect between the younger employees and the more experienced ones who would view asking for assistance as seeking shortcuts for works that the employee has been asked to perform on. Sometimes, this causes the other needy employees to lag behind schedule.

From the foregoing explication, it becomes really hard to adequately create personal time for any employee. Indeed, rigorous employment schedules have so much infringed on the time that would otherwise be spent on social life and family in particular. Most of the time, employees in the setting described above do not get to enjoy life as they would love to. For instance, these types of employees who live from work to their homes would not normally have the time to do their banking transaction. It becomes especially concerning when the services and amenities they seek to enjoy are closed on holidays when they are free. It is therefore apparent that these employees will resolve to using digitized methods of work where they will be for example transact via the internet. Such shift is what makes the traditional workplace seem redundant. This can be attributed to the use of portable gadgets and other methods of working that deliver services to the clients in a convenient way. The argument here is therefore to make sure that the work environment is made flexible so as to make sure that every employee has an opportunity to showcase their strength both digitally and on experientially by giving opportunity as and when need be.

To give a clearer picture of my presentation, I would adopt a case study showing the a working team that for all purposes and intents is very organized and in addition, the team's manager is very dedicated and passionate about working and steering the team forward. He is the Technology Production Manager. For the organization to move forward therefore, the manager should implement a working schedule that is flexible enough as to allow the workers ample time to match their potential as well as maximizing the company's production. To do so therefore, the Production manager should not focus that much on the hours that each individual is present at the workplace. What is important is that the attitudes of the Manager focus on the productivity rather than flimsy conditions of work that will enable the employees better planning and management of their work and productivity. For developers, it is important that they work in groups and also make sure that they meet each other's needs in terms of collaboration on different projects. This type of management provision is what the modern practice in many firms is today. This type of management is not hierarchical and focuses not on the position of the manager or other employees. The underpinning factor is always being productive and this is what differentiates the management system from the traditional one (Aurum, et al. 2013). As a team, modern forms of management play a big part in the way the younger entry level professional such as software engineers are mentored and induced into the production line.

The shift of focus from working as an individual to working as a team in the modern times is not in vain. In the technology industry and more so looking at the practice by different organizations who are specialized in software engineering, the team representation makes sure that the codes are reviewed and made as clean as possible. In addition, the collaboration between different members of a company makes sure that the software built is strong and can withstand any threats as may be posed by the flaws in coding that would not otherwise be noticed were the engineer working on their own. For practicability, an organization that sets aside four hours for group engagement and another four hours for personal projects and service at work is most suitable. It precludes worker productivity because of the motivation and the identifying as a useful member of a team. Shaw (2000) portrays an image where if the above working arrangement is implemented, then there will be more attention to details in addition to the delivery of quality services within the required timeframes. Furthermore, there are no problems presented to create absenteeism in the important family setting as the flexibility will allow such worker to be able to balance work life and their social life with much ease. It would additionally be more reason why an organization will stick together other than the other motivations presented by stipends and strict contract agreements.

Social networking as has also revolutionized the engagement of different organizations with their management systems. The fragmentation of employee locations has led to the change with which different companies have been able to engage with their employees. According to Gadgil & Berkes, (2001), social media use has changed the way these members communicate and interact and it has now become possible for members of different teams but from the same organization to interact easily. This is an opportunity that modern management is equipped with different from the traditional management methods. Thanks to the easy platforms for communication, the relationships between coworkers have been improved and this has been termed as an ultimate driver for productivity as the workers readily take on challenges and are able to help each other circumvent the different tasks (Schreiber, 2000). Essentially, employee happiness was ignored in the traditional forms of management but with the inclusion of the sociality of the different members of the workforce, urban management is well inclusive and this increases productivity.

The shift that ensures a work-life balance has brought real advantages to companies. In the past, many an employee would spend a large part of the work calendar in treatment which meant the proliferation of company resources but with the

balance between employee work and life, these losses of time and money have been greatly reduced because of improved health of the employees (Kuhn, 2014). The new way that companies are also seeking to improve the health of their different employees is by jumping on the new trend of having company gym memberships where they set up health insurance covers to make sure that their employees are always healthy. A management structure that values the health of their employees is one modern aspect that was not available in the traditional forms of management. As the field of software development thrives on collaboration, the deficiencies caused by unhealthy repercussions have been greatly reduced. The shift is welcome in today's dynamic software development field (Pressman, 2005). This however was not the case in traditional forms of management as developers were given projects and tasks to handle by themselves and with the development, the modern management system really do take into account the pressures that a particular employee may be going through.

Moving on, it is also important to mention that all work without play has severe effects on the employees. Additionally, if the employees are not being compensated well, their stress levels stand to rise and this might have a negative effect on productivity. It is important to mention that the motivation of the employee should not only be the financial remuneration. The advantage about software developers is the passion which drives them to churn out the different products which in themselves are satisfying (Zmud, 2000).

As a company seeks to acquire more clients and make more money, it should be stressed herein that without the compatibility of the team and the regular motivation needed that organization will have difficulties coping with the client demands. An astute manager therefore has to devise ways to ensure that the teams they have employed are purely comfortable to deliver on the tasks at hand. Time as I have cited time and again should not really be the manager's concern if they are treating their workforce right. Strictness on time will usually make a workforce not to be driven by their passion but rather by the requirement and rules of the workplace. Many companies that still hold to this traditional ways of management should find alternatives if they really want to maximize on each employee's productivity.

Truthfully, creativity should be the main motivation which a manager in the software development sector scouts for when seeking employees. Recruiting timekeepers will not necessarily have the same productivity ratio as a motivated work force. There are very sophisticated requirements that entail the software development arena which includes big data analysis and knowledge skills as O'Shannassy, (2003) points out. With focus on time, the qualified individuals may be shown the door while time keepers get to keep the jobs that they cannot ably execute. Going forward, every manager should work with the skilled employees and ensure their schedules are flexible enough to enable them perform the tasks at hand.

3. CONCLUSION

In Summary, the paper has presented succinctly the traditional forms of management as compared to the modern management forms that are all inclusive of the employees' needs and functionality. As we have discussed, the focus of traditional management forms was on the individual where projects would be handled by an individual. The traditional methods did not really concern themselves with the well-being of the employee outside the work arena with regards to social issues like the family and health related effects of working long hours. The modern methods of management in the software development field have taken a different turn altogether where the focus is not on the trivialities of dress or time at work. Employee wellness has been cited as the motivating factor of increasing productivity. Additionally, it has been noted that workplaces need to be work and employee friendly where there is no need for hierarchies as in the olden regimes and the cooperation between employees also quickens the delivery of service. Indeed, many start-ups are continuously adopting their workforces accordingly to fit the modern management forms and include proper communication through the help of social networking within the workforce.

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