



University of Toronto	Department of Computer Scie
	rocess Change
Humphrey's principles:	
& Major changes to software proce	
> with senior management leader Ultimately everyone must be involutional sector of the	· · ·
Seffective change requires a goal you need a map	and knowledge of the current process
> you need to know where you are & Change is continuous	on the map!
> process improvement is not a one	-shot effort
Software process change will not periodic reinforcement	be retained without conscious effort and
Software process improvement re	quires investment
Software Engineering Pro	cess Groups (SEPGs)
• •	responsible for process improvement
	nes priorities, assigns resources, tracks
Needs senior management support	•

University of Toronto Department of Computer Science Capability Maturity Model Source: Adapted from Humphrey, 1989, chapter 1				
Level	Characteristic	Key Challenges		
5. Optimizing	Improvement fed back into process	Identify process indicators "Empower" individuals		
4. Managed	(Quantitative) measured process	Automatic collection of process data Use process data to analyze and modify the process		
3. Defined	(Qualitative) process defined and institutionalized	Process measurement Process analysis Quantitative Quality Plans		
2. Repeatable	(Intuitive) process dependent on individuals	Establish a process group Identify a process architecture Introduce SE methods and tools		
1. Initial	Ad hoc / Chaotic No cost estimation, planning, management.	Project Management Project Planning Configuration Mgmnt, Change Control Software Quality Assurance		



University of Toronto	Example Problem		ment of Cor	<u>nputer Scie</u>
	etve Software Companies: An Empirical Analysis "Tracy Ho Organisational requ	all, Sarah Be		
companies		Free	quency	Percentage
♦ Range of maturity	Developer communication		56	24
levels	Inappropriate skills			20
Small, medium and	Inadequate resources	33		14
large companies	Staff retention		29	13
→ Data collection	User communication		28	12
	Lack of training		19	8
🌭 45 focus groups	Company culture		18	8
🌭 200 staff	Total organisational problems	2	230	100
<ul> <li>Sept '99 to Mar '00</li> <li>→ 3 types of group:</li> </ul>	Process-based req	uireme	ents probl	ems
Senior managers			Frequency	Percentag
	Vague initial requirements		33	25
<ul> <li>Project managers</li> <li>technical staff</li> </ul>	Project managers Undefined requirements process		32	24
👳 technical statt	Requirements growth		31	23
	Complexity of application		27	20
	Poor user understanding		5	4
	Inadequate requirements traceability		4	3
	Total process problems		132	100

University of Toronto Department of Computer Sciel Barriers to cultural change Source Adapted from Kaupping et al. 2002				
Obstacles	Examples	But experience shows		
"It is not worth discovering needs directly from users"	"We've been developing such products for a long time and know users' needs"	Studies show developers are often surprised by user behaviour and expectations		
	"We also use our own products and can act as users ourselves"	Developers tend to be biased by their technical expertise		
	"It's a new product - therefore users cannot have any needs for it"	Still need to understand the current context and existing tasks		
"It is difficult to discover needs directly from users"	"Users are unable to say what they need and want"	Combination of observation and other elicitation techniques works		
	"There are so many users we cannot interview them all"	It is possible and useful to identify representative potential users		
"It is risky to discover needs directly from users"	"Customers might think we don't know the basics of their business"	A well planned site visit improves the developer's image among customers		
	"May spoil relations with the customer by asking stupid questions"			
"It is not worth documenting user	"Customers want to see the technical specs, not user reqts"	investigating needs often reveals that a technical solution won't work		
requirements systematically"	"Documenting the requirements takes too much time"	Documented requirements save time later		





