

AUTOMATIZED SYSTEM FOR SELECTION THE PRIORITY TEAM OF IT-PROJECT EXECUTANTS

Olifenko I.V., Borysova N.V.
National Technical University
«Kharkiv Polytechnic Institute»,
Kharkiv

The need to process large volumes of information in the area of project management calls for the creation of information systems for automation such activities, in particular in terms of automation the process of creating teams for the execution of IT-projects. Solving this problem will allow the project manager to reduce personal time for the formation of the project team, simplify the analysis of the primary information, and lead to more efficient management of the company's employees to achieve the best result. Having analyzed the general tendencies and criteria of IT-specialists selection into the team and based on the results of interviews with working project managers in Kharkiv, our own set of criteria was formed, which, in our opinion, is the most optimal and most effective in the team forming. The set of criteria includes indicators that can be divided into three groups:

- 1) project parameters (name, type, budget, terms of execution);
- 2) information about knowledge, skills, experience, current employee activities (position, level of knowledge, fluency in programming languages, participation in projects of a certain type, etc.);
- 3) psychological portrait of the employee, which is formed in accordance with the model of maximum efficiency of work developed by L.M. Spencer [1].

To enter information on these criteria in the database, special forms have been developed, which are filled out by the project manager, when a new project appears; by an employee when hiring, and then on demand; by HR-manager with a certain periodicity, determined by the company's policy.

The analytic hierarchy process was chosen as a method for analyzing information that ensures achievement of the goal [2]. According to our task, the hierarchy is three-tier. Its summit is the creation of a priority team for IT-project execution. At the second level, there are criteria for evaluating each employee of the company. The third level is occupied by the company's employees, that is, the potential team members for the IT-project execution. As a result of the synthesis of the priorities of alternatives to the main goal and the overall assessment of the consistency of the hierarchy, the developed automated system provides alternative options for the team of IT-project executants.

References:

1. Spencer L. M. Competence at Work: Models for Superior Performance / Lyle M. Spencer Jr., Signe M. Spencer. – Delhi : Wiley India Pvt. Limited, 2008. – 384 p.
2. Saati T.L. Decision Making for Leaders: The Analytic Hierarchy Process for Decisions in a Complex World / Thomas L. Saati. – Pittsburgh, Pa. : RWS Publications, 2008. – 343 p.