Abstract

Management has been studied and has been part of the literature since early twentieth century. With the invention of computers, related sciences and commercialization of software become part of industry. Softwares were started seeing as projects, and with this software project management evolved. Different job positions such as software project managers are being advertised. This jobs are equally applied by both males and females members of the society. Some software projects are labeled as highly successful, some successful and others are total loss. There are many possible reasons of failure of a software project ranging from time shortages, costs, changing customer requirements, management techniques, and management styles to many others. In this research paper the authors have explored the management styles of male and female software project managers. In order to explore the management styles of male and female software project managers, the authors have conducted a comparative analysis of gender based management styles of software project managers. The analysis has been done through a literature review and case studies. The results of the analysis show that there are significant differences in the management styles of male and female software project managers. The female software project managers are found to be more approachable, communicative and collaborative compared to male software project managers. However, the male software project managers are found to be more authoritative, decisive and directional. The study also highlights the importance of gender sensitivity in software project management and the need for organizations to develop gender sensitive management practices.
styles of male and female software project managers (SPM) a questionnaire was developed and was distributed among 120 employees who had served under both male SPMs and female SPMs, in Pakistan. Out of 120 respondents the data was analyzed for 100 respondents (forty males and sixty females). Twenty questionnaires were discarded due to partial completion of the questionnaire, bias towards filing the questionnaires and other such reasons. The data analysis shows that both male and female employees recommend male SPMs. On the basis of the data analysis it is recommended by the authors that male SPMs may be preferred but females SPMs must be given chance having required skills and suitable training and development.

References


Index Terms

Computer Science  Software Engineering

Keywords

Management styles of software project managers  gender preference of software project managers  Software project management
SPM