TOWARDS A COMPETENCY ASSESSMENT MATURITY MODEL: A VIEW FROM SPANISH SOFTWARE INDUSTRY

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ABSTRACT

Human factors are critical for knowledge intensive tasks as software project success, so software managers need to know the individual capabilities of the staff to improve project performance and to guide practitioners through their professional careers. The difficulty on competencies assessment of professionals and the lack of reliable factors for competency certification, demonstrate the disadvantage of this profession compared to others. This paper proposes a model allowing organizations in general, and software project managers in particular, to identify and evaluate factors that compose, certify and make professional competencies, which are strategic for companies, in order to design proper tools to support the whole process. The described model is later applied to assess the competential assessment elements for Software Engineering in a European environment, such as the Spaniard.

INTRODUCTION

In recent years, the IT field has expanded beyond traditional stove-pipe organizational systems to infiltrate companies and homes alike, and in this scenario, software has become crucial for everyday matters. Within software engineering research area, human factors are key issues.

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