Work motivational aspects of agile teams in a more traditional surrounding structure
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Research on Group Psychology Aspects of Software Engineering

Agenda
- What is motivation?
- Context & Findings
- Method
- Summary

Motivation Psychology
- From sticks and carrots to self-actualization.


The studied teams
- Developing and extension to a supply chain management system.
- Two Scrum teams with the same scrum master.
- Mixed teams with business, managers, and developers.
- Their method was intended to be diffused.

Motivation Psychology
- Job characteristics model (all models are wrong, some are useful).

\[
MPS = \left[ \frac{SV + TI + TS}{3} \right] \times A \times F
\]

Context & Findings
- What is meant by a traditional structure?
- How it was at Company X.
Context & Findings

• Agile – responding to change!
• How it was at Company X.

Context & Findings

• Agility and Discipline.
• How it was at Company X.

Summary

• Unsynchronized feedback loops – sync them!
• Frustration with slow pace in other teams – prepare them!

\[ MPS = \left( \frac{SV + TI + TS}{3} \right) \times A \times F \]

Method

• Interview
• Focus Group
• Notes and Thematic Analysis
• Validity Threats

Do you recognize any of this?

• Please participate in my research by filling out:
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• 2 minute survey.
• Please spread!
• Contact: lucas.gren@cse.gu.se

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