Exploration and Comparison of Personality Traits of Software Quality and Software Project Managers using Big Five Inventory System in Pakistan's IT Industry

Syed Muhammad Shoaib1, Alina Murad1, Ali Ahsan2, Zeeshan Anwar3

1Center for Advanced Studies in Engineering (CASE), Islamabad, Pakistan

2Foundation University, Islamabad, Pakistan

3Department of Computer Software Engineering, National University of Sciences and Technology, Islamabad, Pakistan

(shoaib_talib@hotmail.com, alina_riphah@yahoo.com, al_ahsan@yahoo.com, zeeshan.phdcse@students.mcs.edu.pk)

Abstract— **Organizational structure of any software development organization is comprised of various job roles. Among these roles Software Project Manager and Software Quality Managers are key position holders because both of these play very important role for the success of software project. A project manager plans monitor the pace of work whereas quality manager ensures quality product. As success of software project depends on human resource therefore, we felt the need to investigate the personality traits of software project and quality managers. We used Big Five Model to compare personalities of Software Project Managers and Software Quality Managers. We gathered data from different software companies in Pakistan using an online questionnaire of Big Five Inventory (BFI). Software Quality Managers scored higher in Extraversion, Neuroticism and Openness domains. Software Project Managers scored higher in Agreeableness domain. Both scored almost equal in Conscientiousness domain.**

Keywords— **Personality Traits, Big Five Model, Software Project Manager, Software Quality Manager**

Zeeshan Anwar is a Ph D (Software Engineering) student at Department of Computer Software Engineering, National University of Science and Engineering (NUST), Islamabad, Pakistan. His research interest include Software Engineering, Software Testing, Project Management, Text Mining and Computational Intelligence. He has various publications in international journals and conference. Currently he is working on Text Mining under the supervision of Dr. Hammad Afzal.

Shoaib Talib is MSSE student at CASE. His research interest includes Software Quality and Project Management.

Alina Murrad is MSSE student at CASE. His research interest includes Software Quality and Project Management.

Dr. Ali Ahsan uniquely specializes in field of management of 'Information and Communication Technology' (ICT) based organizations in Pakistan. Essentially a core software engineer, Dr. Ahsan earned his Masters and Doctorate degree in the field of 'Engineering Management' with focus on 'Software Engineering and related fields', 'Technology Management', 'TQM', 'Productivity Enhancement', 'Strategic Management', 'Project / Product Management', 'Industrial Psychology', 'HRM', 'OD' and 'Management'; all in relation to ICT industry. Dr. Ahsan has extensive managerial and technical experience. Over the years; Dr. Ahsan had the opportunity of working for both the academia and the industry. He had the opportunity of enjoying core strategic positions within ICT sector of Pakistan.