

Technology general questions course work

[Business](#), [Company](#)



Question # 1

Gale's (2007) article makes a case for mixing inexperienced staff members with the more experienced ones. Some of her reasoning and the benefits of this approach are as below;

1. Building a project team composing exclusively of experts has many pitfalls, it is expensive, creates overlapping of skills, and may be most vitally, it segregates the inexperienced employees from the interaction and knowledge of the most proficient members in the company.
2. It is a way of avoiding any potential brain drain, and to have employees competent of running the company in an instance when all the experts decide to walk from the company, because they have learnt from them
3. This approach brings balance in dispersion of work, so that the experts should not feel that they are being overworked or punished. Apart from that, it leads to the sharing work information and the provision of a second thought or opinion results in faster, better development and growth of a company or achieving of the projects goals.

Question # 2

Moore in his (2008) article, believe that the role that contract project professionals play is;

1. In-sourcing of new skills in the company, provision of interim management, accelerating the time to market of company's policies, assessing and evaluating company initiatives and existing management leveraging.
2. They also take in running or assisting with the reengineering process and

are senior-level consultants who have one thing in common, that is expertise and wisdom they employ in helping to solve the client's problems, despite having come from different situations.

3. Supplementing the existing accounting management team and providing the results that are desired, along with filling the void for in any department. They also play the role of training an individual in the organisation on the constructs, approach and activities and then pass over the responsibility effectively.

Those roles are important in managing a company's human resources in that they create flexibility which allows management to solve company problems. They provide continuity in all departments of the organization even in absentia of accounts management. This ensures a constant cash flow in the organization to facilitate all the company's human recourse operations.