Staffing level estimation

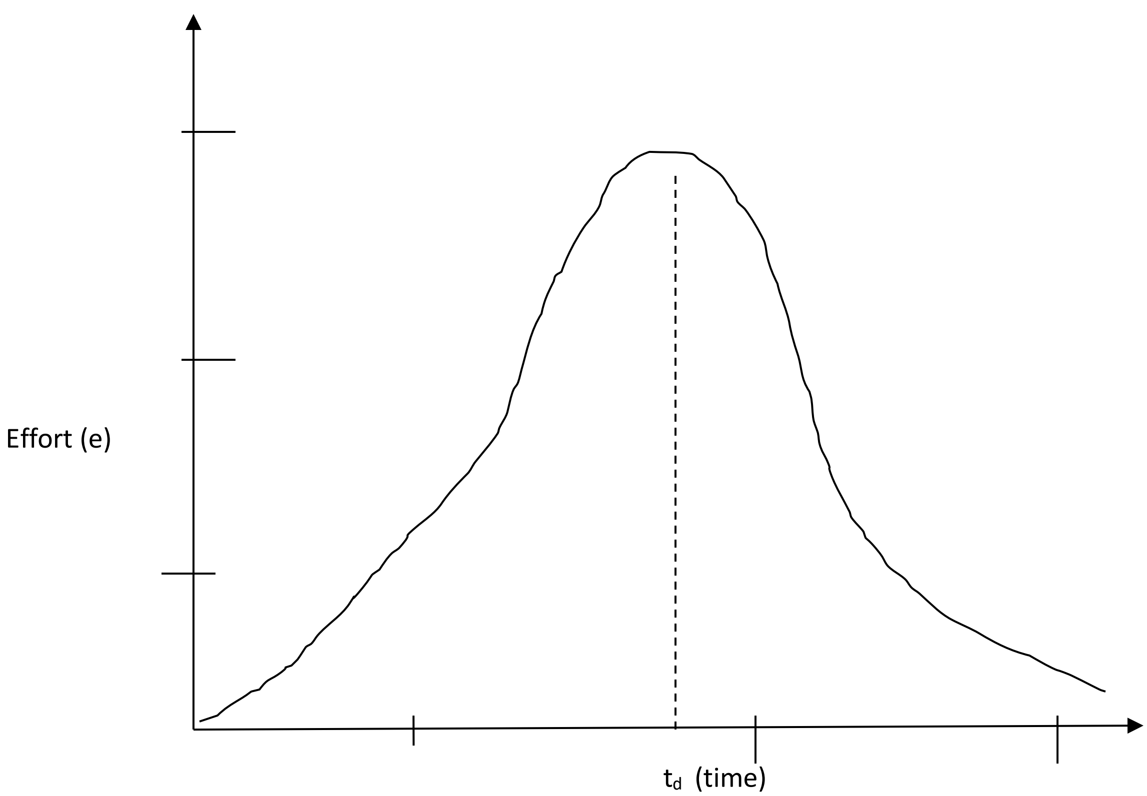
Once the effort required to develop a software has been determined, it is necessary to determine the staffing requirement for the project. Putnam first studied the problem of what should be a proper staffing pattern for software projects. He extended the work of Norden who had earlier investigated the staffing pattern of research and development (R&D) type of projects. In order to appreciate the staffing pattern of software projects, Norden's and Putnam's results must beunderstood.

Norden's Work

Norden studied the staffing patterns of several R & D projects. He found that the staffing pattern can be approximated by the Rayleigh distribution curve. Norden represented the Rayleigh curve by the following equation:

$$E = K/t^2_d * t * e^{-t^2 / 2 t^2_d}$$

Where E is the effort required at time t. E is an indication of the number of engineers (or the staffing level) at any particular time during the duration of the project, K is the area under the curve, and td is the time at which the curve attains its maximum value. It must be remembered that the results of Norden are applicable to general R & D projects and were not meant to model the staffing pattern of software development projects.



Putnam's Work

Putnam studied the problem of staffing of software projects and found that the software development has characteristics very similar to other R & D projects studied by Norden and that the Rayleigh-Norden curve can be used to relate the number of delivered lines of code to the effort and the time required to develop the project. By analyzing a large number of army projects, Putnam derived the following expression:

$$L = C_k K^{1/3} t_d^{4/3}$$

The various terms of this expression are as follows:

- K is the total effort expended (in PM) in the product development and L is the product size in KLOC.
- t_d corresponds to the time of system and integration testing. Therefore, td can be approximately considered as the time required to develop the software.
- C_k is the state of technology constant and reflects constraints that impede the progress of the programmer. Typical values of $C_k = 2$ for poor development environment (no methodology, poor documentation, and review, etc.), $C_k = 8$ for good software development environment (software engineering principles are adhered to), $C_k = 11$ for an excellent environment (in addition to following software engineering principles, automated tools and techniques are used). The exact value of C_k for a specific project can be computed from the historical data of the organization developing it.

Putnam suggested that optimal staff build-up on a project should follow the Rayleigh curve. Only a small number of engineers are needed at the beginning of a project to carry out planning and specification tasks. As the project progresses and more detailed work is required, the number of engineers reaches a peak. After implementation and unit testing, the number of project staff falls. However, the staff build-up should not be carried out in large installments. The team size should either be increased or decreased slowly whenever required to match the Rayleigh-Norden curve. Experience shows that a very rapid build up of project staff any time during the project development correlates with schedule slippage.

It should be clear that a constant level of manpower through out the project duration would lead to wastage of effort and increase the time and effort required to develop the product. If a constant number of engineers are used over all the phases of a project, some phases would be overstaffed and the other phases would be understaffed causing inefficient use of manpower, leading to schedule slippage and increase in cost.

Effect of schedule change on cost

By analyzing a large number of army projects, Putnam derived the following expression:

$$L = C_k K^{1/3} t_d^{4/3}$$

Where, K is the total effort expended (in PM) in the product development and L is the product size in KLOC, t_d corresponds to the time of system and integration testing and C_k is the state of technology constant and reflects constraints that impede the progress of the programmer

Now by using the above expression it is obtained that,

$$K = L^3 / C_k^3 t_d^4$$

OR

$$K = C / t_d^4$$

For the same product size, $C = L^3 / C_k^3$ is a constant

or, $K_1/K_2 = t_{d2}^4 / t_{d1}^4$

or, $K \propto 1/t_d^4$

or, $cost \propto 1/t_d$

(as project development effort is equally proportional to project development cost)

From the above expression, it can be easily observed that when the schedule of a project is compressed, the required development effort as well as project development cost increases in proportion to the fourth power of the degree of compression. It means that a relatively small compression in delivery schedule can result in substantial penalty of human effort as well as development cost. For example, if the estimated development time is 1 year, then in order to develop the product in 6 months, the total effort required to develop the product (and hence the project cost) increases 16 times.