

MODIFICATION OF CVR / IT SOFTWARE PROJECT MANAGEMENT METHODOLOGY ON OUTSOURCED APPLIED RESEARCH TO INTERNSHIP PROGRAM ENVIRONMENT

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ABSTRACT

This study is done to analyze how to Internship Student can be used by Tech Dev as a Research Outsourcing Body, what to tweak and modify. It is suggested to use CVR / IT Model on Research Project Management System Utilization. The model is implemented in system procedures. Based on observation until 2009, the system adoption rate is 40 % at most.

Keywords: *CVR / IT Project Management, Internship, Applied Research*

ABSTRAK

Penelitian ini dilakukan untuk analisis bagaimana siswa magang dapat ditempatkan dalam bagian Tech Dev sebagai Research Outsourcing Body, apa yang perlu dirubah dan diganti. Direkomendasikan untuk menggunakan Model CVR/IT on Research Project Management System Utilization. Model ini diterapkan pada prosedur system. Berdasar pengamatan hingga 2009, laju adopsi system berkisar 40%.

Kata kunci: *CVR / IT Project Management, Magang, Riset Terapan*

INTRODUCTION

Nature

Bina Nusantara Foundation is a Teaching and Learning Corporation. It consists of several Bodies with distinct responsibilities, and one of them is Information Technology Directorate (ITD). ITD is responsible in developing and maintaining information technology solution in whole corporate. ITD consists of three main divisions, as in

Figure 1. The Information System Development Division (IS Dev) is responsible in developing and maintaining whole foundation Information System Solution, such as web sites and console applications. The Network, Data, and Operational Division (Oper) are responsible in building and maintaining Network Connections, Data Storage and Servers, and daily operational procedure in foundation. Technology Development Division (Tech Dev) is responsible in maintaining applied research researchers and Internship partner students for helping the whole directorate.

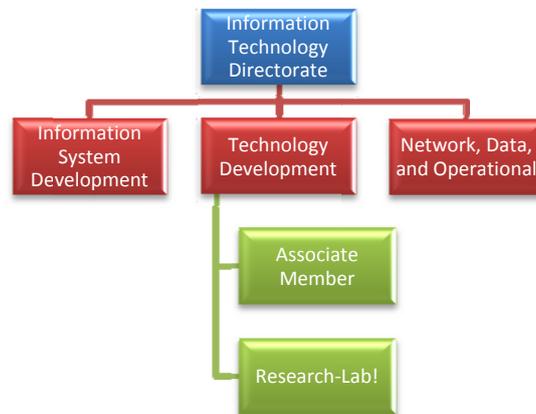


Figure 1. Information technology Directorate Structure.

ITD is ought to publish 20 National Level Research Paper yearly, but they only have 5 non dedicated researcher, and they called them Research Specialist. ITD need at least about 20 Research Teams to create those paper, or 40 teams for safety. ITD Research is divided into two Semester yearly, 1st year for Feasibility Study, and 2nd year for Product Research. They are currently supported by 54 student / 15 team powered Associate member Research Internship program. The students are considered as partners, with full turnover per semester.

Scope

This study is done to analyze how to Internship Student can be used by Tech Dev as a Research Outsourcing Body, what to tweak and modify. This study explains how to maintain students in Research Internship Program, including rewarding and punishment system.

This study also describes how the Project Management Process Model is implemented. What changes should be made to modify Project Management Process Model to suite a Student Outsourced Software Development Environment.

Importance

This study should be done to copes several issues. Internship Researcher should be utilized well and rewarded systematically. Failure to do so can cause serious impact to student trust to ITD, such as lost of faith and even truancy. Current available Project Management Model normally did not include model for Research Environment that Outsourced to Student Internship. There is model for Professionally Outsourced System, but could not be adapted fully due to different philosophy on how to work with between Students and Professionals. It is suggested to use CVR / IT Model on Research Project Management System Utilization. What the impact on core system and Social Impact should be documented. How fast the adaption time and what to modify should be found. Failure to do so can stop the whole Research Management System.

Literature Review

We are using (Boehm & Ross, 1989) as definition of software project management, which shall activate several soft skills (Sukhoo, Bernard, Eloff, Poll, & A., 2008). We chose (CVR/IT Consulting LLC, 2002) as in Table 1 over several software management processes such as (Paul, Kunii, Shinagawa, & Khan, 1998), (Goebel III, 2003), (Liu, Kane, & Bambroo, 2003), (Alba & Chicano, 2006), and (Jalote, 2007); subsequently omitting needs of tools like (Quantitative Software Management Associates, 2004), (Reid & Wilson, 2007), and (Callahan & Ramakrishnan, 2007), for internship management as in (True, 2007).

Table 1. Project Management Process (CVR/IT Consulting LLC, 2002).

Group	Activities
Project Initiation Activities	Assign an initiating Project Manager
	Identify the Project Sponsor
	Define the Business Need/Opportunity
	Identify Business Objectives and Benefits
	Define Overall Scope
	Define Project Objectives
	Identify Project Constraints and Assumptions
	Ensure Alignment with Strategic Direction and Architecture
	Identify and Engage Key Stakeholders
	Identify Key Potential Risks
	Procurement and Resourcing Requirements
	Determine Cost/Benefit and Schedule Estimates
	Develop a Project Phase Exit Plan
Project Planning Activities Analysis Phase	Assign a Project Manager
	Refine Project Scope
	Determine Procurement and Sourcing Strategy
	Refine Project Schedule
	Resource Planning
	Identify Other Resource Requirements
	Establish Project Life-Cycle Phase Checkpoints
	Refine Project Cost Estimate and Budget
	Identify Potential Project Risks
	Determine Process for Issue Identification and Resolution
	Develop a Change Management Process
	Develop an Organizational Change Management Approach
	Develop a Quality Management Approach
Develop A Project Communication Approach	

Group	Activities
Design Phase	Develop A Configuration Management (CM) Approach
	Project Performance Commitment
	Consolidate the Project Plan
	Detailed Designs
	Establish a Requirements Traceability Matrix
	Manage scope, cost, schedule and quality (Manage Change)
	Manage issues, change and risk
	Establish and report project status
	Update Project Performance Commitment document
	Obtain approval from the Governance Body at Design Review
Project Execution and Control Activities	Manage Risk
	Communicate Information
	Manage Schedule
	Document the Work Results
	Manage Organizational Change
	Manage Scope
	Manage Quality
	Manage Costs
	Manage Issues
	Conduct Status Review Meetings
	Review Project Life-Cycle Phases Checkpoints
	Execute the Procurement Plan
	Administer Contract/Vendor
	Update Project Planning Documents
	Build & Test
	Implementation
	Conduct Rollout Acceptance Meeting
Project Closeout Activities	Conduct Final Contract Review
	Conduct Lessons Learned Meeting
	Conduct Knowledge Transfer
	Post Project Review
	Distribution of Resources
	Celebration

METHODS

Whole Design

The whole design shall be explained in 3 parts, stakeholders, methods templates, and procedures, as in Table 2. The CVR / IT Standard were mapped as in Table 3. The mapping is necessary to alleviate several problems. In research world, resources often come from grant that has fixed schedule, so grant must be pursued before researcher procurement. Furthermore, to maintain whole University research map, all research planned must go through committee examination. After the permission granted, researcher must procure student for running the research.

Table 2. Whole design.

	Methods Template	This part explains how the activities represented.
Procedures	Research Communication Activities	This part explains how research plan are communicated to every researcher and lecturer.

Methods Template	This part explains how the activities represented.
Research Monitoring Activities	This part explains how researches are monitored.
Research Proposal and Budgeting Activities	This part explains how the systems accept researcher proposal and compiling budget on it.
Research Budget Sounding Activities	This part explains how budget are communicated to management level.
Research Permission Grant Activities	This part explains how every proposal granted or denied.
Research Execution and Control Activities	This part explains how to control and execute every research plan granted.
Student Research Advertisement Activities	This part explains how the researches are communicated to student body.
Student Research Proposal and Budgeting Activities	This part explains how the systems accept student proposal and compiling budget
Student Research Execution and Control Activities	This part explains how to control and execute every research plan granted.
Research Evaluation Activities	This part explains how every researcher and student are evaluated based on their achievement in their research.
Research Training Schedule Commission Activities	This part explains how research training schedule are controlled.
Research Schedule Commission Activities	This part explains how research schedule are controlled.
Monthly Research Specialist Monitoring Activities	This part explains how monthly researcher monitoring done.
Monthly Research Student Monitoring Activities	This part explains how monthly research student monitoring done.
Weekly Research Student Monitoring Activities	This part explains how weekly research student monitoring done.
Researcher Reward Activities	This part explains how weekly researcher and research student rewarded.

Table 3. CVR / IT Mapping.

CVR / IT Activities	Research Communication Activities	Research Monitoring Activities	Research Proposal and Budgeting Activities	Research Budget Sounding Activities	Research Permission Grant Activities	Research Execution and Control Activities	Student Research Advertisement Activities	Student Research Proposal and Budgeting	Student Research Execution and Control	Research Evaluation Activities	Research Training Schedule Commission	Research Schedule Commission Activities	Monthly Research Specialist Monitoring	Monthly Research Student Monitoring	Weekly Research Student Monitoring	Researcher Reward Activities
Assign an initiating Project Manager	<input type="radio"/>	<input type="radio"/>														
Identify the Project Sponsor	<input type="radio"/>	<input type="radio"/>														
Define the Business Need/Opportunity	<input type="radio"/>	<input type="radio"/>														
Identify Business Objectives and	<input type="radio"/>	<input type="radio"/>														

CVR / IT Activities		Research Communication Activities	Research Monitoring Activities	Research Proposal and Budgeting Activities	Research Budget Sounding Activities	Research Permission Grant Activities	Research Execution and Control Activities	Student Research Advertisement Activities	Student Research Proposal and Budgeting	Student Research Execution and Control	Research Evaluation Activities	Research Training Schedule Commission	Research Schedule Commission Activities	Monthly Research Specialist Monitoring	Monthly Research Student Monitoring	Weekly Research Student Monitoring	Researcher Reward Activities
Benefits																	
Define Overall Scope		<input type="checkbox"/>	<input type="checkbox"/>														
Define Project Objectives		<input type="checkbox"/>	<input type="checkbox"/>														
Identify Project Constraints and Assumptions		<input type="checkbox"/>	<input type="checkbox"/>														
Ensure Alignment with Strategic Direction and Architecture		<input type="checkbox"/>	<input type="checkbox"/>														
Identify and Engage Key Stakeholders		<input type="checkbox"/>	<input type="checkbox"/>														
Identify Key Potential Risks		<input type="checkbox"/>	<input type="checkbox"/>														
Procurement and Resourcing Requirements		<input type="checkbox"/>	<input type="checkbox"/>														
Determine Cost/Benefit and Schedule Estimates		<input type="checkbox"/>	<input type="checkbox"/>														
Develop a Project Phase Exit Plan			<input type="checkbox"/>														
Assign a Project Manager			<input type="checkbox"/>														
Refine Project Scope			<input type="checkbox"/>	<input type="checkbox"/>													
Determine Procurement and Sourcing Strategy				<input type="checkbox"/>													
Refine Project Schedule			<input type="checkbox"/>														
Resource Planning			<input type="checkbox"/>														
Identify Other Resource Requirements			<input type="checkbox"/>														
Establish Project Life-Cycle Phase Checkpoints				<input type="checkbox"/>													
Refine Project Cost Estimate and Budget				<input type="checkbox"/>					<input type="checkbox"/>								
Identify Potential Project Risks			<input type="checkbox"/>						<input type="checkbox"/>								
Determine Process for Issue Identification and Resolution			<input type="checkbox"/>						<input type="checkbox"/>								
Develop a Change Management Process			<input type="checkbox"/>						<input type="checkbox"/>								
Develop an Organizational Change Management Approach			<input type="checkbox"/>						<input type="checkbox"/>								
Develop a Quality Management Approach			<input type="checkbox"/>						<input type="checkbox"/>								
Develop A Project Communication Approach			<input type="checkbox"/>						<input type="checkbox"/>								
Develop A Configuration			<input type="checkbox"/>						<input type="checkbox"/>								

CVR / IT Activities										
	Research Communication Activities	Research Monitoring Activities	Research Proposal and Budgeting Activities	Research Budget Sounding Activities	Research Permission Grant Activities	Research Execution and Control Activities	Student Research Advertisement Activities	Student Research Proposal and Budgeting	Student Research Execution and Control	Research Evaluation Activities
	Research Training Schedule Commission	Research Schedule Commission Activities	Monthly Research Specialist Monitoring	Monthly Research Student Monitoring	Weekly Research Student Monitoring	Researcher Reward Activities				
Management (CM) Approach										
Project Performance Commitment										
Consolidate the Project Plan										
Detailed Designs										
Establish a Requirements Traceability Matrix										
Manage scope, cost, schedule and quality (Manage Change)	0				0			0	0	0
Manage issues, change and risk	0				0			0	0	0
Establish and report project status	0				0			0	0	0
Update Project Performance Commitment document	0				0			0	0	0
Obtain approval from the Governance Body at Design Review	0									
Manage Risk	0				0			0	0	0
Communicate Information	0				0			0	0	0
Manage Schedule	0				0			0	0	0
Document the Work Results	0				0			0	0	0
Manage Organizational Change	0				0			0	0	0
Manage Scope	0				0			0	0	0
Manage Quality	0				0			0	0	0
Manage Costs	0				0			0	0	0
Manage Issues	0				0			0	0	0
Conduct Status Review Meetings	0				0			0	0	0
Review Project Life-Cycle Phases Checkpoints	0				0			0	0	0
Execute the Procurement Plan	0				0			0	0	0
Administer Contract/Vendor	0				0			0	0	0
Update Project Planning Documents	0				0			0	0	0
Build & Test Implementation					0			0		
Conduct Rollout Acceptance Meeting								0		
Conduct Final Contract Review								0		
Conduct Lessons Learned Meeting								0		
Conduct Knowledge Transfer								0		
Post Project Review	0							0		
Distribution of Resources										0
Celebration										0

Stake Holders

These system stake holders are as follows. Community Development Coordinator. He is in charge of running supporting events like admission, training, and others. Technology Development Manager. He is the one who in charge of Technology Development Division where research done. Research Committee. This is the team to judge whether one research is feasible to run. Research Coordinator. He is in charge of daily task in research coordination. Research Specialist. Researcher for one specific research fields. Head of Information Technology Directorate, Head of Information Technology Department and Board of Management. They are in charge of judging research product and its availability for incubation. Thesis Student. Main source of internship program.

Methods Template

Every activity shall be presented in following fashions. Visual representation of procedures. It shall give the reader who shall do certain activities and where they shall get and give the deliverables. What points should be considered so the activities can be called success, and failure to do so can ruin the project. What activities should be done so every success factor can be paid. What deliverables are made in each activity.

Procedures

Research Communication Activities

Research Communication Procedure is as in

Figure 2. Community Development Officer describes how the researches are communicated to every researcher.

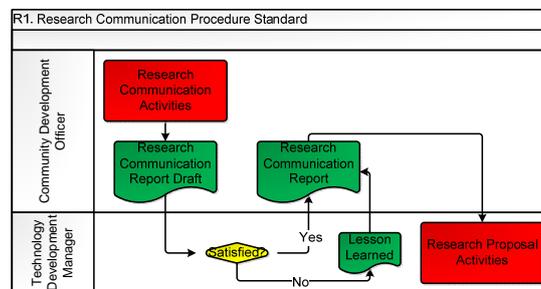


Figure 2. Research Communication Procedure Standard.

Research Communication Activities critical success factor is all Lecturers and Research Specialist in University and Information Technology Directorate recognize the program, problems emerged and potential remedies are identified, and Technology Development Manager already approves the research communication report draft. Research Communication Activities activities is run the Researcher and Lecturers Briefing and report the realization, identify Problems emerged and its potential remedies, and Obtain approval of Research Communication Report Draft from Technology Development Manager.

Research Communication Activities deliverables is **Error! Reference source not found.**

Research Proposal and Budgeting Activities

Research Proposal and Budgeting Procedure is as in

Figure 3. Research Coordinator gather every research proposal available.

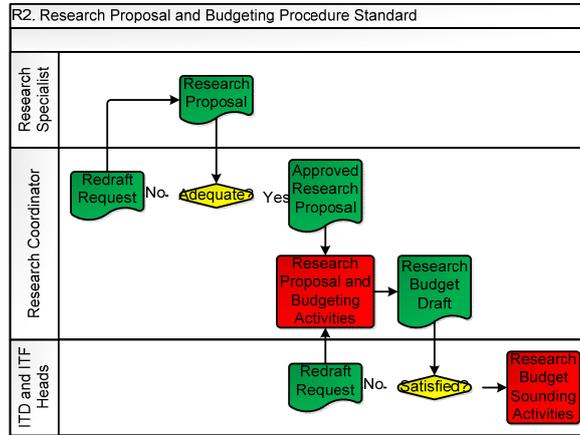


Figure 3. Research Proposal and Budgeting Procedure Standard.

Research Proposal and Budgeting Activities critical success factor is Every proposal received is reviewed, The following budget is calculated: Man Power demand, Tools / Machine budget, Research object budget, Research operational budget, Literature budget, Seminar / Proceeding / Journal Budget, Awards Budget, Knowledge Sharing Budget, and Student Briefing Budget, and Every member of research committee already approves the research budget plan draft.

Research Proposal and Budgeting Planning Activities activities are Review every research proposal, Calculate: Man Power demand, Tools / Machine budget, Research object budget, Research operational budget, Literature budget, Seminar / Proceeding / Journal Budget, Awards Budget, Knowledge Sharing Budget, Student Briefing Budget, and Obtain approval of Research Budget Plan Draft from Research Committee.

Research Proposal and Budgeting Planning Activities deliverables is **Error! Reference source not found.** and **Error! Reference source not found.**

Research Budget Sounding Activities

Research Budget Sounding Procedure is as in

Figure 4. Research Budget is to be communicated with board of management.

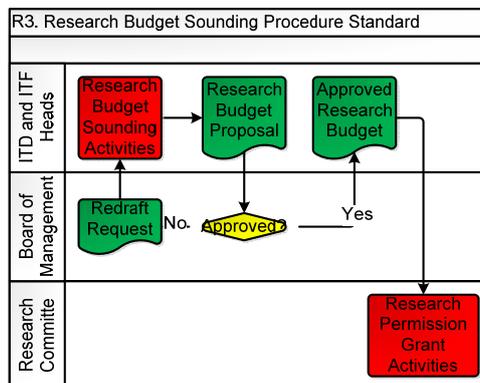


Figure 4. Research Budget Sounding Procedure Standard.

Research Budget Sounding Activities critical success factor is Research budget plan is presented to board of management, and every related member of board of management already approves the research budget plan draft. Research Budget Sounding Activities activities is Research budget plan presentation and Obtain approval of Research Budget Plan Draft from Every related member of board of management. Research Budget Sounding Activities deliverables is as follows. **Error! Reference source not found.**

Research Permission Grant Activities

Research Permission Grant Procedure is as in

Figure 5. Research Specialist and Research Coordinator are to run every research planned.

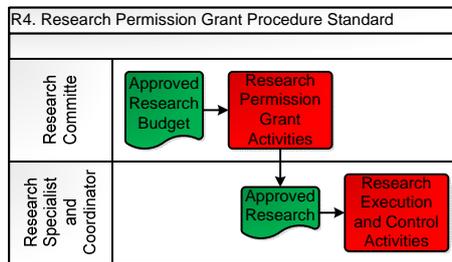


Figure 5. Research Permission Grant Procedure Standard.

Research Permission Grant Activities critical success factor every proposal received is reviewed, Research Approved Budget is reviewed, Status of every proposal permission is made, and every related member of research committee already approves the research permission grant draft. Research Permission Grant Activities activities is Review every proposal received, Review Research Approved Budget, Grant or deny every proposal permission, The end choice should be made by all the research committee members. And Obtain approval of Research Permission Grant Draft from Every related member of research committee. Research Permission Grant Activities deliverables is **Error! Reference source not found..**

Research Execution and Control Activities

Research Execution and Control Procedure is as in

Figure 6. Research Specialist and Research Coordinator are in charge of execution of every research plan.

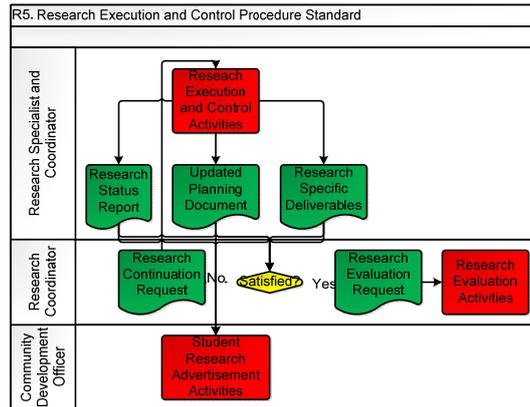


Figure 6. Research Execution and Control Procedure Standard.

Research Execution and Control critical success factor is The research proposal is reviewed, Every research prerequisite is satisfied, Every phases described in research methodology is committed, Every milestones / deliverables needed is made, At minimum, it consist of: Research Report, Solutions and it's Manual or Training Materials, Research Journal in English and Indonesian Language, Business Journal in English and Indonesian Language, Script, Thesis, or Dissertation, if available, and Technology Development Manager already approves the research report draft.

Research Execution and Control Activities activities are Review the proposal, Satisfy every research prerequisite, Ensure that every phases described in research methodology is committed, ensure that every milestone / deliverables needed is made, and Obtain approval of Research Report Draft from Technology Development Manager. Research Execution and Control Activities deliverables is **Error! Reference source not found..**

Student Research Advertisement Activities

Student Research Advertisement Procedure is as in

Figure 7. Student is drafted based on research plan.

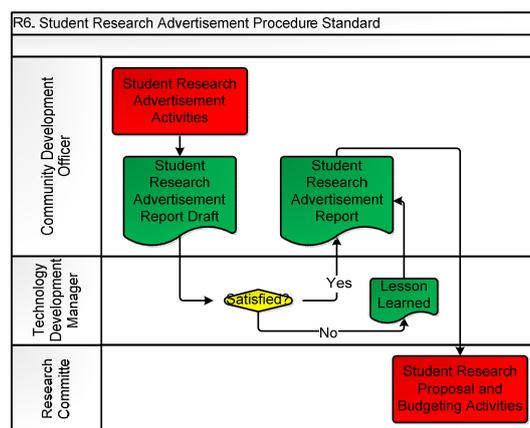


Figure 7. Student Research Advertisement Procedure Standard.

Student Research Advertisement Activities critical success factor is All Thesis Student in University and Information Technology Directorate recognize the program, Problems emerged and potential remedies are identified, and Technology Development Manager already approves the Student

Research Advertisement report draft. Student Research Advertisement Activities activities is Run the Thesis Student Briefing and report the realization, Identify Problems emerged and its potential remedies, and Obtain approval of Student Research Advertisement Report Draft from Technology Development Manager. Student Research Advertisement Activities deliverables is **Error! Reference source not found.**

Student Research Proposal and Budgeting Activities

Student Research Proposal and Budgeting Procedure are as in

Figure 8. Research Coordinator is gathering every student research proposal.

Student Research Proposal and Budgeting Activities critical success factor is Every proposal received is reviewed, The following budget is calculated: Man Power demand, Tools / Machine budget, Research object budget, Research operational budget, and Literature budget, and Every related research specialist and coordinator already approves the student research budget plan draft.

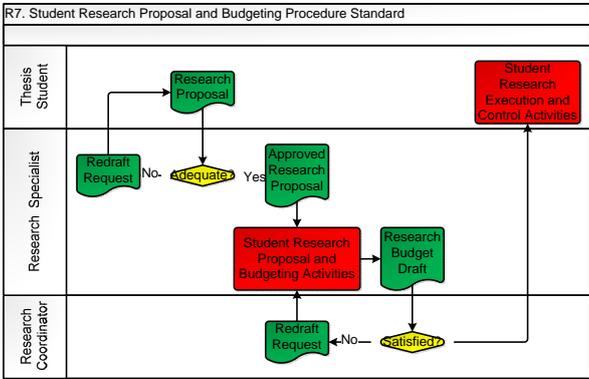


Figure 8. Student Research Proposal and Budgeting Procedure Standard.

Student Research Proposal and Budgeting Planning Activities activities are Review every research proposal, Calculate: Man Power demand, Tools / Machine budget, Research object budget, Research operational budget, and Literature budget, and Obtain approval of Research Budget Plan Draft from Every related research specialist and coordinator. Student Research Proposal and Budgeting Planning Activities deliverables is **Error! Reference source not found.** and **Error! Reference source not found..**

Student Research Execution and Control Activities

Student Research Execution and Control Procedure are as in

Figure 9. Research Specialist handle day to day control of Thesis Student.

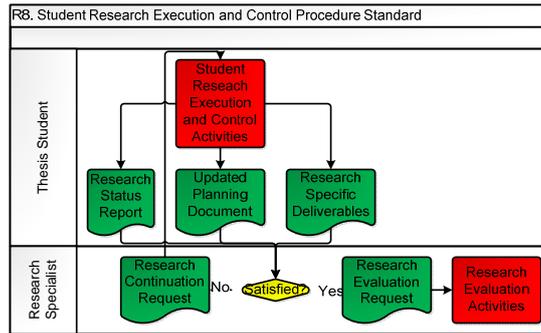


Figure 9. Student Research Execution and Control Procedure Standard.

Student Research Execution and Control critical success factor is The research proposal is reviewed, Every research prerequisite is satisfied, Every phases described in research methodology is committed, Every milestones / deliverables needed is made, At minimum, it consist of: Research Report, Solutions and it's Manual or Training Materials, Research Journal in English and Indonesian Language, Business Journal in English and Indonesian Language, and Script, Thesis, or Dissertation, if available, and Technology Development Manager already approves the student research report draft. Student Research Execution and Control Activities activities are Review the proposal, Satisfy every research prerequisite, Ensure that every phases described in research methodology is committed, ensure that every milestone / deliverables needed is made, and Obtain approval of Student Research Report Draft from Technology Development Manager. Student Research Execution and Control Activities deliverables is **Error! Reference source not found..**

Research Evaluation Activities

Research Evaluation Procedure is as in

Figure 10. Research Committee is to evaluate deliverables of every research done.

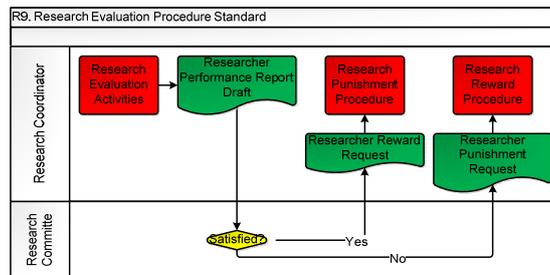


Figure 10. Research Evaluation Procedure Standard.

Research Evaluation Activities critical success factor is every finished research is reviewed, every research and student research report is reviewed, every research phases described in research methodology is committed, every research milestones / deliverables needed is made, and every member of research committee already approves the researcher performance report draft. Research Evaluation Activities activities is Review every finished research, Review every research and student research report, and Obtain approval of Researcher Performance Report Draft from every member of Research Committee. Research Evaluation Activities deliverables is **Error! Reference source not found.**

Research Training Schedule Commission Activities

Research Training Schedule Commission Procedure is as in Figure 11. Researcher attendance in training must be documented.

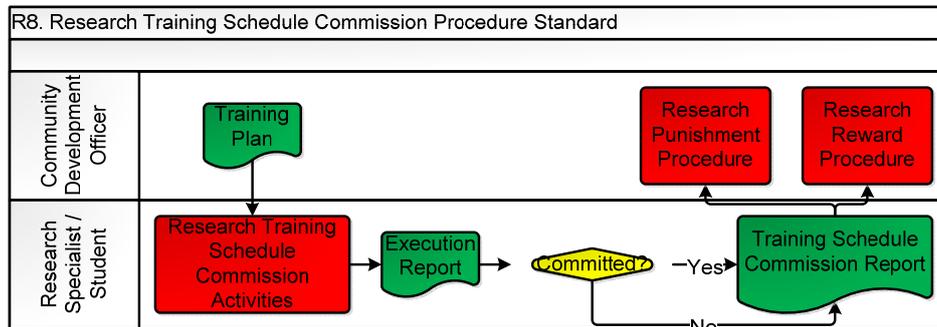


Figure 11. Research Training Schedule Commission Procedure Standard.

Research Training Schedule Commission Activities critical success factor is Every Research Training Attendance List Report is reviewed, and Technology Development Manager already approves the research training schedule commission activities report draft. Research Training Schedule Commission Activities activities is Review every Research Attendance List Report, and Obtain approval of Research Training Schedule Commission Report Draft from Technology Development Manager. Research Training Schedule Commission Activities deliverables is **Error! Reference source not found..**

Research Schedule Commission Activities

Research Schedule Commission Procedure is as in

Figure 12. Researcher attendance in research lab must be documented.

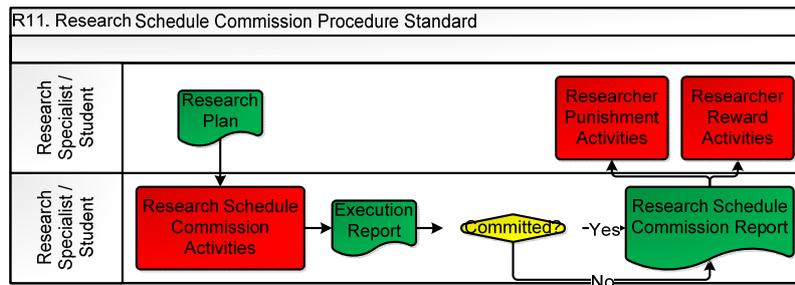


Figure 12. Research Schedule Commission Procedure Standard.

Research Schedule Commission Activities critical success factor is Every Research Attendance List Report is reviewed, and Technology Development Manager already approves the research schedule commission activities report draft. Research Schedule Commission Activities activities is Review every Research Attendance List Report, and Obtain approval of Research Schedule Commission Report Draft from Technology Development Manager.

Research Schedule Commission Activities deliverables is **Error! Reference source not found.**

Monthly Research Specialist Monitoring Activities

Monthly Research Specialist Monitoring Procedure is as in

Figure 13. Research Specialist is ought to report to Research Coordinator Monthly.

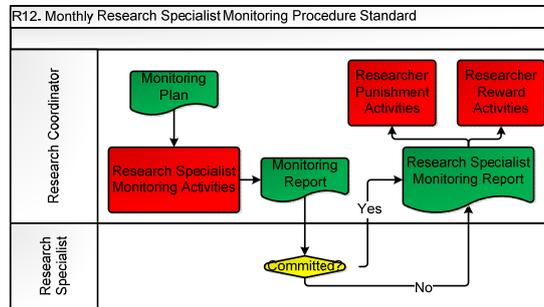


Figure 13. Monthly Research Specialist Monitoring Procedure Standard.

Monthly Research Specialist Monitoring Activities critical success factor is Every Plan for meeting is scheduled, in every meeting, every intended information from every owner is captured, and Technology Development Manager already approves the Monthly Research Specialist monitoring report draft. Monthly Research Specialist Monitoring Activities activities are Schedule every Meeting, in every meeting, the intended information from every owner must be captured an documented, and Obtain approval of Monthly Research Specialist Monitoring Report Draft from Technology Development Manager. Monthly Research Specialist Monitoring Activities deliverables is **Error! Reference source not found..**

Monthly Research Student Monitoring Activities

Monthly Research Student Monitoring Procedure is as in

Figure 14. Research Student is ought to report to Research Coordinator Monthly.

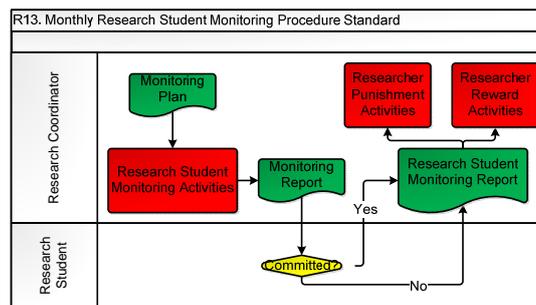


Figure 14. Monthly Research Student Monitoring Procedure Standard.

Monthly Research Student Monitoring Activities critical success factor is Every Plan for meeting is scheduled, in every meeting, every intended information from every owner is captured, and Technology Development Manager already approves the Monthly Research Student monitoring report draft. Monthly Research Student Monitoring Activities activities are Schedule every Meeting, in every meeting, the intended information from every owner must be captured an documented, and Obtain approval of Monthly Research Student Monitoring Report Draft from Technology Development Manager. Monthly Research Student Monitoring Activities deliverables is **Error! Reference source not found.**

Weekly Research Student Monitoring Activities

Weekly Research Student Monitoring Procedure is as in

Figure 15. Research Student is ought to report to Research Coordinator Monthly.

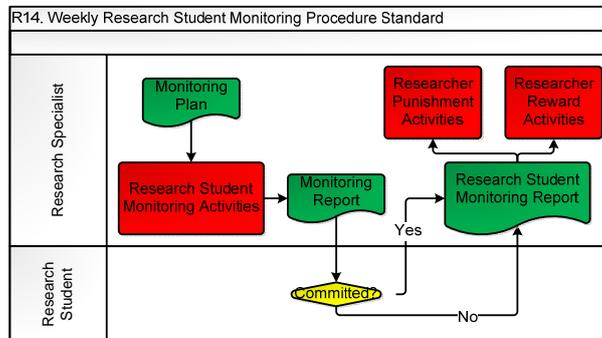


Figure 15. Weekly Research Student Monitoring Procedure Standard.

Weekly Research Student Monitoring Activities critical success factor is Every Plan for meeting is scheduled, in every meeting, every intended information from every owner is captured, and Technology Development Manager already approves the Weekly Research Student monitoring report draft. Weekly Research Student Monitoring Activities activities are Schedule every Meeting, in every meeting, the intended information from every owner must be captured an documented, and Obtain approval of Weekly Research Student Monitoring Report Draft from Technology Development Manager. Weekly Research Student Monitoring Activities deliverables is **Error! Reference source not found.**

Researcher Reward Activities

Researcher Reward Procedure is as in

Figure 16. System shall pay every researcher based on their achievement in research.

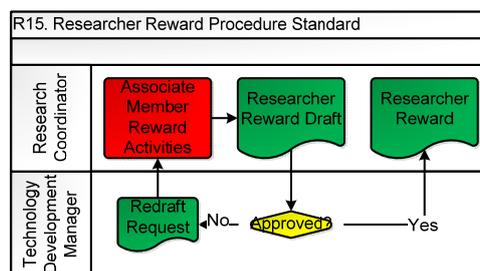


Figure 16. Researcher Reward Procedure Standard.

Researcher Reward Activities critical success factor is Every Researcher Evaluation Report is reviewed, Ensure that all work done is within budget, Technology Development Manager already approves the researcher reward report draft, Reward and Level Advancement is granted to the deserved Researcher, and Budget Balance is updated. Researcher Reward Activities activities is Review every Researcher Evaluation Report, Review available budget, Obtain approval of Researcher Reward Report Draft from Technology Development Manager, Pay every Researcher

Reward, and Update Budget Balance. Researcher Reward Activities deliverables is **Error! Reference source not found..**

Researcher Punishment Activities

Researcher Punishment Procedure is as in

Figure 17. System shall punish every researcher based on their achievement in research.

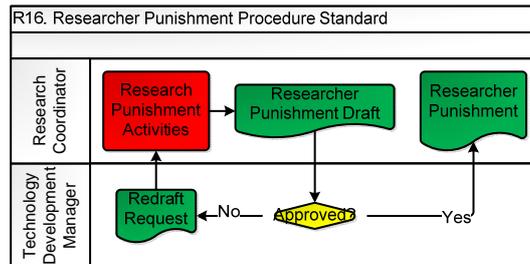


Figure 17. Researcher Punishment Procedure Standard.

Researcher Punishment Activities critical success factor is Every Researcher status is reviewed, Every Researcher Evaluation Report is reviewed, Verify Researcher misconduct to themselves, related Research Specialist, Research Coordinator, or other related person / group, Ensure that the Researcher is deserved to be punished, If the misconduct is made not by them, they did not deserve to be punished, Technology Development Manager already approves the Researcher punishment report draft, and Punishment is mandated to the deserved Researcher. Researcher Punishment Activities activities is Review every Researcher status, Review every Researcher Evaluation Report, Verify Researcher misconduct to themselves, related Research Specialist, Research Coordinator, or other related person / group, Obtain approval of Researcher Punishment Report Draft from Technology Development Manager, and Punish the Researcher. Researcher Punishment Activities deliverables is **Error! Reference source not found..**

System Implementation Test

The CVR / IT system adoption rate is calculated using simple equation, how much activities mandated from CVR / IT already implemented on current system.

RESULTS

The CVR / IT system adoption rate is as in Table 4. Furthermore, the system adoption status is in Table 5.

Table 4. CVR / IT Adoption current status.

Activities	Adoption Status
Assign an initiating Project Manager	0
Identify the Project Sponsor	0
Define the Business Need/Opportunity	0
Identify Business Objectives and Benefits	0
Define Overall Scope	0
Define Project Objectives	0

Activities	Adoption Status
Identify Project Constraints and Assumptions	O
Ensure Alignment with Strategic Direction and Architecture	O, but using IT Directorate Research Tree
Identify and Engage Key Stakeholders	O
Identify Key Potential Risks	O, using simple test
Procurement and Resourcing Requirements	O, handled by Binus Procurement
Determine Cost/Benefit and Schedule Estimates	O
Develop a Project Phase Exit Plan	O
Assign a Project Manager	O
Refine Project Scope	O
Determine Procurement and Sourcing Strategy	
Refine Project Schedule	
Resource Planning	O
Identify Other Resource Requirements	O
Establish Project Life-Cycle Phase Checkpoints	O, based on project
Refine Project Cost Estimate and Budget	O
Identify Potential Project Risks	
Determine Process for Issue Identification and Resolution	
Develop a Change Management Process	
Develop an Organizational Change Management Approach	
Develop a Quality Management Approach	O
Develop A Project Communication Approach	
Develop A Configuration Management (CM) Approach	
Project Performance Commitment	
Consolidate the Project Plan	
Detailed Designs	O
Establish a Requirements Traceability Matrix	
Manage scope, cost, schedule and quality (Manage Change)	
Manage issues, change and risk	
Establish and report project status	O
Update Project Performance Commitment document	
Obtain approval from the Governance Body at Design Review	O
Manage Risk	
Communicate Information	O
Manage Schedule	
Document the Work Results	
Manage Organizational Change	
Manage Scope	O
Manage Quality	O
Manage Costs	O
Manage Issues	
Conduct Status Review Meetings	
Review Project Life-Cycle Phases Checkpoints	
Execute the Procurement Plan	
Administer Contract/Vendor	
Update Project Planning Documents	O
Build & Test	O
Implementation	O
Conduct Rollout Acceptance Meeting	O
Conduct Final Contract Review	O
Conduct Lessons Learned Meeting	O, but problem with documentation
Conduct Knowledge Transfer	
Post Project Review	O, with problem with

Activities	Adoption Status
	different POV
Distribution of Resources	O
Celebration	O

Table 5. System adoption status.

Activities	Adoption Status
Research Communication Activities	O
Research Monitoring Activities	O
Research Proposal and Budgeting Activities	O
Research Budget Sounding Activities	O
Research Permission Grant Activities	O
Research Execution and Control Activities	O
Student Research Advertisement Activities	O
Student Research Proposal and Budgeting Activities	O
Student Research Execution and Control Activities	O, with problem with different POV
Research Evaluation Activities	O, with problem with different POV
Research Training Schedule Commission Activities	O
Research Schedule Commission Activities	O
Monthly Research Specialist Monitoring Activities	O
Monthly Research Student Monitoring Activities	O
Weekly Research Student Monitoring Activities	O
Researcher Reward Activities	O

There are about 54 Internship Researcher in IT Directorate until this paper is written, compared to 120 Internship Researcher needed. Their Research Speed is on par with ITD Standard. IT Directorate currently can only handle around 15 researches. All of them yields system adoption rate to around 40 %.

DISCUSSIONS

Low adoption rate is come from several traits, based on post research observation. There some traits in Binus student, that they seldom documenting their problem, but they like to documenting their achievement in their research, so Research Specialist sometimes late in recognizing problems in research. The IT Directorate research program still unpopular in student body, due to fear to fail in research. Further research is needed to alleviate this problem. Preservation of Research tree is still uncommon in Binus University by the time this paper is written. IT Directorate must establish its own research tree, based on Research Directorate inputs. Different Point of View (POV) between IT Directorate and IT Department does ignite problem, mostly in how the project conducted and roll out of project. Some monitoring and documentation activities and rules cannot be done due conflict with IT Department rules.

CONCLUSIONS AND RECOMMENDATIONS

Based on observation, the system adoption rate is 40 % at most. Further activity is needed to raise the value to 100 %, addressing how to reduce fear in student, and how to manage research documentation and monitoring.

ACKNOWLEDGEMENT

The author would like to thank Mr. Gintoro FX, this system is based on his idea to expand current associate member system to accommodate IT Directorate needs. This work will not taken place to begin with if without his idea. The author would like to Thanks Mr. Eddy Santosa Jaya, Head of Information Technology Directorate, and everyone within the directorate to support the program adoption and let the study takes place.

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