Case Study for Information Management

Managing Projects: JetBlue and WestJet (Chap. 14)

Min-Yuh Day
Assistant Professor
Dept. of Information Management, Tamkang University

http://mail.tku.edu.tw/myday/
<table>
<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Content (Subject/Topics)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>101/09/13</td>
<td>Introduction to Case Study for Information Management</td>
</tr>
<tr>
<td>2</td>
<td>101/09/20</td>
<td>Information Systems in Global Business: 1. UPS, 2. The National Bank of Kuwait (Chap. 1)</td>
</tr>
<tr>
<td>3</td>
<td>101/09/27</td>
<td>Global E-Business and Collaboration: NTUC Income (Chap. 2)</td>
</tr>
<tr>
<td>4</td>
<td>101/10/04</td>
<td>Information Systems, Organization, and Strategy: Soundbuzz (Chap. 3)</td>
</tr>
<tr>
<td>5</td>
<td>101/10/11</td>
<td>IT Infrastructure and Emerging Technologies: Salesforce.com (Chap. 5)</td>
</tr>
<tr>
<td>6</td>
<td>101/10/18</td>
<td>Foundations of Business Intelligence: Lego (Chap. 6)</td>
</tr>
<tr>
<td>週次</td>
<td>日期</td>
<td>內容（Subject/Topics）</td>
</tr>
<tr>
<td>------</td>
<td>-----------</td>
<td>--------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>7</td>
<td>101/10/25</td>
<td>Telecommunications, the Internet, and Wireless Technology: Google, Apple, and Microsoft (Chap. 7)</td>
</tr>
<tr>
<td>8</td>
<td>101/11/01</td>
<td>Securing Information System:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1. Facebook,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. European Network and Information Security Agency (ENISA) (Chap. 8)</td>
</tr>
<tr>
<td>9</td>
<td>101/11/08</td>
<td>Midterm Report (期中報告)</td>
</tr>
<tr>
<td>10</td>
<td>101/11/15</td>
<td>期中考試週</td>
</tr>
<tr>
<td>11</td>
<td>101/11/22</td>
<td>Enterprise Application:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Border States Industries Inc. (BSE) (Chap. 9)</td>
</tr>
<tr>
<td>12</td>
<td>101/11/29</td>
<td>E-commerce:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1. Facebook, 2. Amazon vs. Walmart (Chap. 10)</td>
</tr>
<tr>
<td>週次</td>
<td>日期</td>
<td>內容（Subject/Topics）</td>
</tr>
<tr>
<td>------</td>
<td>------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>13</td>
<td>101/12/06</td>
<td>E-commerce:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1. Facebook, 2. Amazon vs. Walmart (Chap. 10)</td>
</tr>
<tr>
<td>14</td>
<td>101/12/13</td>
<td>Knowledge Management:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tata Consulting Services (Chap. 11)</td>
</tr>
<tr>
<td>15</td>
<td>101/12/20</td>
<td>Enhancing Decision Making: CompStat (Chap. 12)</td>
</tr>
<tr>
<td>16</td>
<td>101/12/27</td>
<td>Managing Projects: JetBlue and WestJet (Chap. 14)</td>
</tr>
<tr>
<td>17</td>
<td>102/01/03</td>
<td>Final Report (期末報告)</td>
</tr>
<tr>
<td>18</td>
<td>102/01/10</td>
<td>期末考試週</td>
</tr>
</tbody>
</table>
Chap. 14
Managing Projects: JetBlue and WestJet
Case Study: JetBlue and WestJet
JetBlue and WestJet: A Tale of Two IS Projects (Chap. 14)

1. How important is the reservation system at airlines such as WestJet and JetBlue? How does it impact operational activities and decision making?

2. Evaluate the key risk factors of the projects to upgrade the reservation systems of WestJet and JetBlue.

3. Classify and describe the problems each airline faced in implementing its new reservation system. What management, organization, and technology factors caused those problems?

4. Describe the steps you would have taken to control the risk in these projects.

The Importance of Project Management

• CONSEQUENCES OF POOR PROJECT MANAGEMENT

- Cost overruns
- Time slippage
- Technical shortfalls impairing performance
- Failure to obtain anticipated benefits

Project Management (PM)

• Activities include
  – planning work,
  – assessing risk,
  – estimating resources required,
  – organizing the work,
  – assigning tasks,
  – controlling project execution,
  – reporting progress,
  – analyzing results.
Five major variables of project management

1. Scope
2. Time
3. Cost
4. Quality
5. Risk

MANAGEMENT CONTROL OF SYSTEMS PROJECTS

运营管理

中间管理

高级管理

企业战略规划小组

IT 管理委员会

项目经理管理

项目团队

Linking Systems Projects to the Business Plan

• Information Systems Plan
  – Identifies systems projects that will deliver most business value, links development to business plan
  – Road map indicating direction of systems development, includes:
    • Purpose of plan
    • Strategic business plan rationale
    • Current systems/situation
    • New developments to consider
    • Management strategy
    • Implementation plan
    • Budget

Developing Information Systems Plan

• In order to plan effectively, firms need to inventory and document existing software, hardware, systems

• To develop effective information systems plan, organization must have clear understanding of both long-term and short-term information requirements

• Strategic analysis or critical success factors (CSF) approach
  – Sees information requirements as determined by a small number of critical success factors
  – Auto industry CSFs might include styling, quality, cost

Critical Success Factors (CSFs)

• Principal method:
  – Interviews with 3-4 top managers to identify goals and resulting CSFs
  – Personal CSFs aggregated into small number of firm CSFs
  – Systems built to deliver information on CSFs

• Suitable for top management, building DSS and ESS

• Disadvantages:
  – No clear methods for aggregation of CSFs into firm CSFs
  – Confusion between individual and organizational CSFs
  – Bias towards top managers

USING CSFs TO DEVELOP SYSTEMS

Manager A CSFs
Manager B CSFs
Manager C CSFs
Manager D CSFs

Aggregate + analyze individual CSFs

Develop agreement on company CSFs

Define company CSFs

Define DSS and databases
Use CSFs to develop information systems priorities

A SYSTEM PORTFOLIO

Potential Benefits to Firm

High

Low

Project Risk

High

Cautiously examine

Identify and develop

Low

Avoid

Routine projects

Scoring models

- Used to evaluate alternative system projects, especially when many criteria exist
- Assigns weights to various features of system and calculates weighted totals

<table>
<thead>
<tr>
<th>CRITERIA</th>
<th>WEIGHT</th>
<th>SYSTEM A %</th>
<th>SYSTEM A SCORE</th>
<th>SYSTEM B %</th>
<th>SYSTEM B SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online order entry</td>
<td>4</td>
<td>67</td>
<td>268</td>
<td>73</td>
<td>292</td>
</tr>
<tr>
<td>Customer credit check</td>
<td>3</td>
<td>66</td>
<td>198</td>
<td>59</td>
<td>177</td>
</tr>
<tr>
<td>Inventory check</td>
<td>4</td>
<td>72</td>
<td>288</td>
<td>81</td>
<td>324</td>
</tr>
<tr>
<td>Warehouse receiving</td>
<td>2</td>
<td>71</td>
<td>142</td>
<td>75</td>
<td>150</td>
</tr>
<tr>
<td>ETC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRAND TOTALS</td>
<td></td>
<td></td>
<td>3128</td>
<td></td>
<td>3300</td>
</tr>
</tbody>
</table>

Establishing the Business Value of Information Systems

• Information system costs and benefits

  – Tangible benefits:
    • Can be quantified and assigned monetary value
    • Systems that displace labor and save space:
      – Transaction and clerical systems

  – Intangible benefits:
    • Cannot be immediately quantified but may lead to quantifiable gains in the long run
      – E.g., more efficient customer service, enhanced decision making
    • Systems that influence decision making:
      – ESS, DSS, collaborative work systems

Capital budgeting for information systems

• Capital budgeting models:
  – Measure value of investing in long-term capital investment projects
  – Rely on measures the firm’s
    • Cash outflows
      – Expenditures for hardware, software, labor
    • Cash inflows
      – Increased sales
      – Reduced costs
  – There are various capital budgeting models used for IT projects: Payback method, accounting rate of return on investment, net present value, internal rate of return (IRR)

Real Options Pricing Models (ROPM)

• Can be used when future revenue streams of IT projects are uncertain and up-front costs are high
• Use concept of options valuation borrowed from financial industry
• Gives managers flexibility to stage IT investment or test the waters with small pilot projects or prototypes to gain more knowledge about risks before investing in entire implementation

Limitations of financial models

• Do not take into account social and organizational dimensions that may affect costs and benefits

Managing Project Risk

• Dimensions of project risk
  – Level of project risk influenced by:
    • Project size
      – Indicated by cost, time, number of organizational units affected
      – Organizational complexity also an issue
    • Project structure
      – Structured, defined requirements run lower risk
    • Experience with technology

Change management

• Required for successful system building
• New information systems have powerful behavioral and organizational impact
  – Changes in how information is used often lead to new distributions of authority and power
  – Internal organizational change breeds resistance and opposition

The Concept of Implementation

- **Implementation**
  - All organizational activities working toward adoption, management, and routinization of an innovation

- **Change agent**: One role of systems analyst
  - Redefines the configurations, interactions, job activities, and power relationships of organizational groups
  - Catalyst for entire change process
  - Responsible for ensuring that all parties involved accept changes created by new system

The Role of End Users

• Role of end users
  – With high levels of user involvement
    • System more likely to conform to requirements
    • Users more likely to accept system

• User-designer communication gap:
  – Users and information systems specialists
    • Different backgrounds, interests, and priorities
    • Different loyalties, priorities, vocabularies
    • Different concerns regarding a new system
Management support and commitment

• Positive perception by both users and technical staff
• Ensures sufficient funding and resources
• Enforcement of required organizational changes
Change Management Challenges

• Very high failure rate among enterprise application and BPR projects (up to 70% for BPR)
  – Poor implementation and change management practices
    • Employee’s concerns about change
    • Resistance by key managers
    • Changing job functions, career paths, recruitment practices

• Mergers and acquisitions
  – Similarly high failure rate of integration projects
  – Merging of systems of two companies requires:
    • Considerable organizational change
    • Complex systems projects

Controlling Risk Factors

• First step in managing project risk involves identifying nature and level of risk of project
• Each project can then be managed with tools and risk-management approaches geared to level of risk
• Managing technical complexity
  – Internal integration tools
    • Project leaders with technical and administrative experience
    • Highly experienced team members
    • Frequent team meetings
    • Securing of technical experience outside firm if necessary

# A GANTT CHART

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>DATA ADMINISTRATION SECURITY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>QMF security review/setup</td>
<td>20</td>
<td>EF TP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Security orientation</td>
<td>2</td>
<td>EF JA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>QMF security maintenance</td>
<td>35</td>
<td>TP GL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data entry sec. profiles</td>
<td>4</td>
<td>EF TP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data entry sec. views est.</td>
<td>12</td>
<td>EF TP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data entry security profiles</td>
<td>65</td>
<td>EF TP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DATA DICTIONARY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Orientation sessions</td>
<td>1</td>
<td>EF</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data dictionary design</td>
<td>32</td>
<td>EFWV</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DD prod. coordn-query</td>
<td>20</td>
<td>GL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DD prod. coordn-live</td>
<td>40</td>
<td>EF GL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data dictionary cleanup</td>
<td>35</td>
<td>EF GL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data dictionary maint.</td>
<td>35</td>
<td>EF GL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROCEDURES REVISION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DESIGN PREP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work flows (old)</td>
<td>10</td>
<td>PK JL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll data flows</td>
<td>31</td>
<td>JL PK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HRIS P/R model</td>
<td>11</td>
<td>PK JL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>P/R interface orient. mtg.</td>
<td>6</td>
<td>PK JL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>P/R interface coordn. 1</td>
<td>15</td>
<td>PK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>P/R interface coordn. 2</td>
<td>8</td>
<td>PK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits interfaces (old)</td>
<td>5</td>
<td>JL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits interfaces (new flow)</td>
<td>8</td>
<td>JL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits communication strategy</td>
<td>3</td>
<td>PK JL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New work flow model</td>
<td>15</td>
<td>PK JL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Posn. data entry flows</td>
<td>14</td>
<td>WV JL</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

# A GANTT CHART (cont.)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>RESOURCE SUMMARY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Edith Farrell</td>
<td>5.0</td>
<td>EF</td>
<td>2</td>
<td>21</td>
<td>24</td>
<td>22</td>
<td>23</td>
<td>22</td>
<td>27</td>
<td>34</td>
<td>34</td>
<td>29</td>
<td>26</td>
<td>28</td>
<td>19</td>
<td>14</td>
<td>4</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Woody Vinton</td>
<td>5.0</td>
<td>WV</td>
<td>5</td>
<td>17</td>
<td>20</td>
<td>19</td>
<td>12</td>
<td>10</td>
<td>14</td>
<td>10</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Charles Pierce</td>
<td>5.0</td>
<td>CP</td>
<td>5</td>
<td>11</td>
<td>20</td>
<td>13</td>
<td>9</td>
<td>10</td>
<td>7</td>
<td>6</td>
<td>8</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Ted Leurs</td>
<td>5.0</td>
<td>TL</td>
<td>12</td>
<td>17</td>
<td>17</td>
<td>19</td>
<td>17</td>
<td>14</td>
<td>12</td>
<td>15</td>
<td>16</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toni Cox</td>
<td>5.0</td>
<td>TC</td>
<td>1</td>
<td>11</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>19</td>
<td>19</td>
<td>21</td>
<td>21</td>
<td>21</td>
<td>17</td>
<td>17</td>
<td>12</td>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patricia Knopp</td>
<td>5.0</td>
<td>PC</td>
<td>7</td>
<td>23</td>
<td>30</td>
<td>34</td>
<td>27</td>
<td>25</td>
<td>15</td>
<td>24</td>
<td>25</td>
<td>16</td>
<td>11</td>
<td>13</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jane Lawton</td>
<td>5.0</td>
<td>JL</td>
<td>1</td>
<td>9</td>
<td>16</td>
<td>21</td>
<td>19</td>
<td>21</td>
<td>20</td>
<td>17</td>
<td>15</td>
<td>14</td>
<td>12</td>
<td>14</td>
<td>8</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>David Holloway</td>
<td>5.0</td>
<td>DH</td>
<td>4</td>
<td>4</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>2</td>
<td>7</td>
<td>5</td>
<td>4</td>
<td>16</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diane O’Neill</td>
<td>5.0</td>
<td>DO</td>
<td>6</td>
<td>14</td>
<td>17</td>
<td>16</td>
<td>13</td>
<td>11</td>
<td>9</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joan Albert</td>
<td>5.0</td>
<td>JA</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>6</td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marie Marcus</td>
<td>5.0</td>
<td>MM</td>
<td>15</td>
<td>7</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Don Stevens</td>
<td>5.0</td>
<td>DS</td>
<td>4</td>
<td>4</td>
<td>5</td>
<td>4</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Casual</td>
<td>5.0</td>
<td>CASL</td>
<td>3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>7</td>
<td>9</td>
<td>5</td>
<td>3</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kathy Mendez</td>
<td>5.0</td>
<td>KM</td>
<td>1</td>
<td>5</td>
<td>16</td>
<td>20</td>
<td>19</td>
<td>22</td>
<td>19</td>
<td>18</td>
<td>20</td>
<td>11</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anna Borden</td>
<td>5.0</td>
<td>AB</td>
<td>9</td>
<td>10</td>
<td>16</td>
<td>15</td>
<td>11</td>
<td>12</td>
<td>19</td>
<td>10</td>
<td>7</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gail Loring</td>
<td>5.0</td>
<td>GL</td>
<td>3</td>
<td>6</td>
<td>5</td>
<td>9</td>
<td>10</td>
<td>17</td>
<td>18</td>
<td>17</td>
<td>10</td>
<td>13</td>
<td>10</td>
<td>7</td>
<td>17</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UNASSIGNED</td>
<td>0.0</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-op</td>
<td>5.0</td>
<td>CO</td>
<td>6</td>
<td>4</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>16</td>
<td>216</td>
<td>178</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Casual</td>
<td>5.0</td>
<td>CAUL</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL DAYS</td>
<td></td>
<td></td>
<td>49</td>
<td>147</td>
<td>176</td>
<td>196</td>
<td>194</td>
<td>174</td>
<td>193</td>
<td>195</td>
<td>190</td>
<td>181</td>
<td>140</td>
<td>125</td>
<td>358</td>
<td>288</td>
<td>284</td>
<td>237</td>
<td>196</td>
<td>12</td>
</tr>
</tbody>
</table>

Increasing user involvement and overcoming user resistance

- **External integration tools** consist of ways to link work of implementation team to users at all organizational levels
  - Active involvement of users
  - Implementation team’s responsiveness to users
- **User resistance to organizational change**
  - Users may believe change is detrimental to their interests
  - **Counterimplementation**: Deliberate strategy to thwart implementation of an information system or an innovation in an organization
    - E.g., increased error rates, disruptions, turnover, sabotage

Strategies to overcome user resistance

• User participation
• User education and training
• Management edicts and policies
• Incentives for cooperation
• Improvement of end-user interface
• Resolution of organizational problems prior to introduction of new system
Designing for the Organization

• Information system projects must address ways in which organization changes with new system
  – Procedural changes
  – Job functions
  – Organizational structure
  – Power relationships
  – Work structure

• Ergonomics: Interaction of people and machines in work environment
  – Design of jobs
  – Health issues
  – End-user interfaces

Designing for the Organization

• Organizational impact analysis
  – How system will affect organizational structure, attitudes, decision making, operations

• Sociotechnical design
  – Addresses human and organizational issues
    • Separate sets of technical and social design solutions
    • Final design is solution that best meets both technical and social objectives

Project Management Software

• Can automate many aspects of project management
• Capabilities for
  – Defining, ordering, editing tasks
  – Assigning resources to tasks
  – Tracking progress
• Microsoft Project 2010
  – Most widely used project management software
  – PERT, Gantt Charts, critical path analysis
• Increase in SaaS, open-source project management software

102/01/03
Final Report (期末報告)

• 請各組組長整理期末報告資料檔案，
於2013/01/03 (週四) 下午 2:00 前，
完成Email 寄出以下兩個壓縮檔的下載連結，
給所有組員和老師 (正本to: 老師，副本cc: 所有組員)。
  - 1. 整組各次簡報的 ppt (含整組期末報告目錄 ppt) 壓縮檔
    • (例如：MI4B_資訊管理個案_第1組_學期各次簡報.zip)。
  - 2. 整組各組員的
    [(1) 個人期末報告.ppt
     (2) 個人整學期的書面報告.pdf
     (3) 個人學期總心得.doc]之壓縮檔
    • (例如：MI4B_資訊管理個案_第1組_組員個人期末報告.zip)。

36
資訊管理個案
(Case Study for Information Management)

1. 請同學於資訊管理個案討論前
   應詳細研讀個案，並思考個案研究問題。

2. 請同學於上課前複習相關資訊管理相關理論，以作為個案分析及擬定管理對策的依據。

3. 請同學於上課前
   先繳交個案研究問題書面報告。
References


- 周宣光 譯 (2011)，資訊管理系統—管理數位化公司，第12版，東華書局