

Software House Environment:-

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Software engrs and development teams want more than a good salary and benefits. The standard perks will help to attract employees. Here are 12 ways to motivate Software engineers and developers in software house.

1- Listen:

Every individual is different. Engineers are sometimes introverts, wanting to stay focused on coding rather than engaging in meetings. It may even be difficult for managers to get engineers to open up about their interests in the beginning. One-on-one conversations will offer that opportunity. Managers need to listen more than they speak.

2- Use new technology:

Technology is always changing, engrs often pride themselves on keeping up with the times. If they are stuck for months maintaining old, broken code written long ago on older technologies, they will become frustrated.

3- Training:

To get rid of the old and get with the times, make sure the staff has wide opportunity to be trained properly so they can perform at their full potential.

4- Recognition:

Employees love recognition. Software engrs. have taken the initiative to do something new, they don't want their hard work to go unnoticed. Establishing a habit to regularly thank each

5- Opportunities for growth:

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Managers need to work with employees to understand what they want for their future. Providing opportunities to excel and become technical leaders within the organization will go a long way toward motivating your software engrs. to continue producing quality work and maintaining their loyalty to the business.

6- Opportunities to innovate:

Having events that encourage software engrs. to work on code outside of their normal work activities have led to innovations benefiting both employee and employer. Hackathon is an event in which computer programmers, graphic designers, interface designers, project managers and others are involved in software development including

7- Flexible work hours:

An employee who is trusted to get their work done is more likely to work on their own time than one who is mandated to be in the office at times that are difficult for them.

8- An infrastructure that allows employees to work from anywhere:

One of the benefits of software development is that technology enables us to do this from anywhere. Most coders love what they do and if they can do it from anywhere, they are likely to be working outside of office hours - not because they have to but because they want to.

9- Empower:

Software Engrs. should be empowered to make decisions about their work. Business leaders should define the end objectives and goals and empower the technical staff to figure out how to best implement the things such as coding standards, processes, tools and design decisions.

10- Surround them with talent:

Teamwork is important and engrs need to work well together. If there is a disrupter in the group, the organization has to be proactive about handling the situation.

11- Play:

Software engrs. are often big gamers. Gaming is a big business and any time you can make work fun, you will have more energized and engaged employees.

12- Respect:

The final and most important motivator that every individual need is respect. Software engrs. are typically proud to their intelligence and technical aptitude. They would more likely bond through solving a tough coding problem together, most importantly respect their individualism and unique talents.

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- 4- Recognition.
- 5- Opportunities for growth.
- 6- Opportunities to innovate.
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- 11- Play.
- 12- Respect.

Software Developer Pros & Cons:

Pros:

- Work from Home option.
- Specialization option.
- High Employment.
- High Demand.
- Extremely high job satisfaction.
- Excellent wages.

Cons:

- Difficult work.