

## **DEVELOPMENT OF AN INFORMATION SYSTEM FOR FORMING AN IT PROJECT TEAM TAKING INTO ACCOUNT ROLES AND INTERPERSONAL RELATIONSHIPS**

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The success of any IT project depends not only on the technologies used but also on the team that implements the project. Forming such a team is a complex task, as it requires consideration of various aspects, including professional competencies, psychological compatibility of team members, their roles within the team, and interpersonal relationships.

In practice, the team selection process is often based on subjective evaluations or a basic analysis of professional skills, which does not always guarantee effective collaboration among team members. This can lead to conflicts, decreased productivity, and an increased risk of project delays. Therefore, it is relevant to use a systematic approach for automating team formation that takes into account both technical and psychological aspects.

The use of Belbin's model [1] allows the evaluation of a candidate's ability to perform each of the nine roles required for a successful team. These evaluations can then be used to form the most optimal team possible. Integrating the Big Five personality model [2] enables the consideration of important psychological traits, such as openness to experience, conscientiousness, extraversion, agreeableness, and emotional stability. This makes it possible not only to form well-balanced teams but also to anticipate potential challenges in their collaboration.

The core functions of the system will include: registration and management of candidate and manager accounts, completion of assessments with subsequent storage of results, analysis of candidate characteristics and their potential to fulfill specific team roles, automatic team formation based on compatibility, and the generation of reports and recommendations for managers.

The development of such a system will improve project management quality, minimize risks associated with ineffective team composition, and ensure the successful completion of project objectives.

### **References:**

1. R. M. Belbin, *Team Roles at Work*, 2nd ed. London, U.K.: Elsevier, 2010. 142 p.
2. Boele de Raad, Boris Mlačić, *Big Five Factor Model, Theory and Structure*. International Encyclopedia of the Social & Behavioral Sciences 2nd ed., 2015, pp. 559-566. DOI: <https://doi.org/10.1016/B978-0-08-097086-8.25066-6>