

Research about Training for Persons with a Science or Arts background in Offshore Software Development between Japan and China

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Software development is a creative activity which is based on the communication between software developers and customers. The developers should develop the software according to the needs of the customers. So the key of success for the software development is to coordinate the differences of cross-culture, knowhow and tacit knowledge about the custom of the business between Japan and China. The profession of mastering the key is called Bridge SE. The researches on Bridge SE have been studied on every aspect with its importance in the role of offshore development. In this paper, author investigated the developers of the enterprises about their tacit knowledge sharing, based on three respects; offshore software development, knowledge management and cross-culture between Japan and China.

Author supposed that, being divided into science and arts from senior school, the thinking styles of science course students become different from ones of art course students. Therefore, author compared the thinking styles between the students in senior school and the developers and during the long-term based on the view of the thinking styles of Robert J. Sternberg. The results to arts students showed that "legislative style", "monarchic style" and "liberal style" of the arts students are risen up, respectively, and "anarchic style" and "conservative style" are dropped down, respectively. The results to science students showed that "global style" and "external style" are risen up, respectively, and "local style", "internal style" and "conservative

style" are dropped down, respectively.

In addition, author analyzed significant points for sharing the developers' tacit knowledge by interview and stated the findings for training of offshore software developers with arts background and science background:

For the developers with arts background, training should be focused on 3 aspects as follows:

1. Study IT technology
2. Participate the design of the specification to raise the ability of structure.
3. Make clear the relation between trust and long-term cooperation.

For the developers with science background, training should be focused on 4 aspects as follows:

1. In addition to language, it is necessary to learn culture and custom of business.
2. Participate developing in the upstream, and to improve the level of the technology in the upstream.
3. Raise the ability of communication and cooperation by group discussion.
4. Pay attention to other fields.