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Construction means building to specification. The construction, when it comes to house building, is carried out by tradesmen, while the specification works as a blueprint. The construction, in the case of a software system, is performed by a compiler and it is the source code here that works as specification. In either situation, the specification production task is the designing work.

So, how building to specification differs from design work and how can this cause change to our expectations with regards to software development?

The first and foremost point to be considered here is that a detailed specification proffers not just a purposeful route to ensure the wanted outcome delivery, but too involves a purposeful meaning of all the task that is required to be done. Each & every source code statement accurately verifies what "work" is to be performed by the compiler. The blueprint determines all that is required to be done by the trades-people. If you desired to, you could create a detailed task-level WBS from the specification. This sort of task can be easily reduced to a limited set of repeatable works and processes that is abstractable as labor. Theoretically, a machine can be fancily programmed and built to carry out this task and while this function is done, the people remain in effective part of a larger virtual machine. Moving people's working under a virtual machine; like an assembly line can be compared to swapping out parts of any other machine: the output of the machine does not change. This spec-driven approach to managing and defining function means the approach that is called as scientific management (or Taylorism).

Below is given contrasting difference between construction and fungible work design work. The outputs and inputs both always remain the same.

Design work taps human creativity: - The outcome arises with the passage of time and cannot be predicted. The outcome, to a large degree, isn't tangible. It means certain sort of specification to create that looks tangible. The outcome is unpredictable.

Design work is a form of knowledge work that involves analyzing, sharing, elaborating, as well as validating ideas.

To get succeeded, knowledge work, more often than not, is dependent upon experimentation and collaboration. As opposed to fungible work, people add zing to their distinctive human virtues of thinking, creativity, communication; without contributing nonspecific labor.

Thus, the Fungible work and knowledge work have got a lot of similarities with each other. They work under diverse environments & diverse conditions. However taking into account all specific features of Agile software development, it can be said that knowledge works more workable than fungible work when it comes to software development.

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