Matching Iranian Project Manager's Competencies to Project Type (Case Study: IT and Construction industry Projects)

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Abstract

Project success or failure is affected by many context factors such as project manager's competency. Regarding to importance of project manager's competency in project success, this research aims to analyze the importance of project manager's competencies based on project type and complexity. According to mix method of the research, after reviewing project management literature and identifying mentioned competencies for project manager, eight interviews with senior managers in two companies (construction and IT) were done to verify/correct identified competencies. Then, a questionnaire was made in quantitative part of research and sent to 35 senior,executive and project managers in the two selected IT and construction companies to rank the importance of identified competencies and specifying complexity or simplicity of construction and IT projects in mentioned companies. The results were analyzed by Anova test. The findings of ranking project manager's competencies show that leadership, project stakeholder management and project integration management in the construction project (simple type), result orientation, tracking and pledge to do work and project integration management in construction projects (complex type), project cost management, negotiation ability and project integration management in IT projects (simple type) and project integration management, project scope management and project cost management in IT projects (complex type), are the most important competencies.

Key words: Competency, Project Manager, Project type, Complexity

1. Introduction

Failure and unsuccessful delivery of projects have been a big problem in Iran, and despite academic researches and project management knowledge development, it has not been achieved   acceptable success; statistics of management and planning organization of Iran about status of national projects in 2011 could be an evidence for mentioned claim. This