

THE ROLE OF PROJECT MANAGERS IN IMPROVING PROJECT PERFORMANCE: A STUDY

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Abstract

A project manager is the person with overall responsibility for the successful initiation, planning, design, execution, monitoring, management, and completion of a project. The project manager is responsible for completing the project within time, cost, and quality to make the project successful. The construction industry plays an important role in the country's economy.

However, the industry faces many challenges, including: B. Deliver projects within cost, time, and quality. A project manager is therefore a critical resource in achieving project goals.

Unfortunately, the project manager role is often overlooked. The project manager's leadership role is assumed to be measured in terms of time, cost, quality, and customer satisfaction. The importance of this study is to identify the different roles that project managers can play in improving project performance. Good project management practices and competent project managers always lead to better results.

Keywords: project manager, construction industry, responsibility, project execution.

Introduction

A project manager should be an expert in project management. A project manager can be responsible for planning, implementing, and completing a project. Project managers are organized, passionate, and goal-oriented, and their strategic role drives project success. A project manager is the person responsible for managing a project from start to finish. This includes planning, execution, and management of project personnel, resources, and scope. A project manager must have the discipline to create clear, achievable goals and lead them to success.

Project managers have full responsibility and authority to complete assigned projects. A project manager should have the ability to influence other team members in a very personal way. According to Bresnen and Marshall (2011), one of his ways of influencing other team members is feedback to subordinates.

Teo and Loosemore (2011) identified her four key factors associated with the project. This includes project management, project managers, organizations, and the external environment. A project manager can determine project size, lifecycle, Competence and skills of project staff, top management support, organizational structure, political, economic, social and technical issues.

Sami Consulting (2013) identified project management as the most important success factor in construction projects, linking project management to strategies, people, processes, schedules,

resource and budget allocation, and risk management, tools, standards, and procedures. considered to consist of Interest in project management is growing rapidly these days.

Importantly, updating and improving management skills is essential to the growth and expansion of the construction industry. Management is the skill of managers who can manage the risks that arise in the construction sector. Effective project management techniques are critical to ensuring successful project performance. The project manager is responsible for the overall success of the project within the constraints of cost, schedule, quality and compliance with necessary safety requirements.

Objective

Identify the competency skills project managers need to influence successful project performance.

Project Manager Roles and Responsibilities A project manager is a person involved in applying knowledge, skills, tools and techniques to plan, organize, manage and control various project processes. A project manager is the person who has overall responsibility for the successful planning and execution of a project. In most cases, the project manager is responsible for the success of the project and is responsible for planning, assigning, directing, and managing the project's activities. The role and responsibilities of a project manager vary from company to company. Jha (2013) states that the project manager's main task is during the pre-construction phase, where planning is the main task. The project manager's main task here is to create a schedule according to goals, project requirements, resource allocation, plan review, and goal setting. It's important to understand the role of a project manager in your company or organization. **Project Manager Role** Project managers are interested in applying knowledge, skills, tools, and techniques to describe, organize, monitor, and control various project processes. However, the role and responsibilities of a project manager vary from company to company. It is important to understand the role a particular project manager plays in a particular company or organization. A project manager is the person who has overall responsibility for the successful planning and execution of a project. He or she should possess a combination of skills such as: B. Ability to ask detailed questions, recognize implicit assumptions, resolve conflicts, and more general managerial skills. As mentioned earlier, the assignment of a project manager has proven to be very important to the success of any design or construction project. In most cases, the project manager is responsible for the success of the project and is responsible for its planning, commissioning, management and control. Ideally, each project manager is assigned only one project of her own, and each project manager is given ample opportunity to use her skills to solve all of the project's problems.

The project manager's roles and responsibilities are: Construction management is literally "where rubber meets road". All plans, preparations, designs, and cost estimates are tested during this fast-paced stage of the project lifecycle. This phase begins after the construction contract is awarded and continues until construction is complete. A project manager's main tasks are project evaluation, team building, system building, planning, monitoring, management, contract negotiation, training, and communication. A project manager's ability to lead a project depends on their skills, especially their leadership style, which includes emotional intelligence, managerial focus, and intellectual competence. A project manager's roles and responsibilities include:

- Coordinate the activities of various team members.
- Motivate your team.
- Effectively plan, direct, and monitor projects to achieve goals within limited resources.
- Demonstrate leadership in planning, organizing, and managing workload.

Project Outcomes

It is a concept of project management that project efforts should be aligned with the strategic long-term goals of the organization. Projects must be completed according to specific goals with resource usage. Project success is complex and complex This largely depends on effective project implementation. Successful implementation of project management leads to overall successful project performance.

Project manager essential skills

1. Management knowledge and skills

Managers believe that some management skills are more important than others. These relate to managing time, quality, contracts, inventory, and finances. Some management skills are:

- Finance and Accounting.
- Sales and Marketing.
- Research and Development.
- Manufacturing and distribution.
- Strategic Plan.
- Tactical Plan.
- Operations Plan.
- Organizational Structure.
- Organizational Actions.
- Human Resources Management.
- Manage labor relations.

2. Technical Knowledge and Skills

Project Managers do not need to know perfectly how to get everyone's work done on a project, but they should understand all the processes being run and have an informed level of understanding. You must be able to challenge others with confidence. The technical aspects of a project management role include computer skills, knowledge of project management tools, engineering tools, and construction machinery.

3. Planning

One of the most important leadership skills a project manager must develop is planning and goal setting. Planning is the ability to set goals and formulate actions to achieve those goals. Turner (2012) actually viewed planning as a creative expression of the leader. The project manager must clearly understand the project requirements, plan accordingly, clearly define project goals, reach agreement with the customer, and communicate these goals to the project. He or she creates guidelines to help the team have a clear understanding of what is expected of them and how to achieve it. Planning is a

key duty of the project manager that determines what needs to be done, who needs to do it, and when it needs to be done. Some important planning tasks are:

- Define and clarify project goals.
- Create a project plan.
- Schedule a project.

4. Organizing

Organizing means building a project team structure. During this phase, the project manager should plan the team structure based on available organizational resources. We cover all the manpower you need, full or part time. The most important organizational tasks are:

- Define the organizational structure of the project.
- Define team hierarchies and precisely define roles and delegate authority for each person involved.
- Create a motivating environment.

5. Problem Solving Skills

According to Skoyles (2011), project managers who are also leaders should use data and experience to draw conclusions and make resolution decisions when problems arise. You must be able to make informed decisions. Early detection of problems or potential problems is critical. Encourage her members of the project team to identify problems early and resolve them individually.

Time Management Skills

- Has self-discipline.
- Ability to Prioritize.
- Demonstrate willingness to delegate.

6. Communication Skills

Communication refers to the project manager's ability to listen, understand and persuade others. Effective and frequent communication is key. Communication skills include:

- High-level communication is especially important in the early stages of a project.
- Good oral and written communication skills.
- Spends more time listening than speaking.
- Establish ongoing communication with customers.

7. Interpersonal Skills

- Good interpersonal skills are essential.
- Build relationships with each person on the project team.
- Try to get to know each person's personal interests without being pushy.
- You must ask open questions and listen carefully.
- Empathize with people when special situations arise.
- Maintain relationships throughout the life of the project.
- Uses good interpersonal skills to try to influence the thoughts and actions of others.

- Use good interpersonal skills to handle disagreements.

8. Leadership

Project managers are expected to be good leaders in a select group of people working towards a common goal. These individuals may belong to different functional areas dictated by the leader. A project manager's success lies in managing projects that depend on the project manager's abilities, especially leadership that includes emotional intelligence, managerial focus, and intellectual competence. Drucker (2010) states that decision-making ability, intelligence, and communication skills are essential qualities for all leaders. Some of the most important leadership qualities of a project manager are:

- Inspire the people assigned to the project.
- Set parameters and guidelines for what needs to be done.
- Involve and empower the project team.
- Keep your team motivated by setting clear goals and transparency in your system so everyone is well informed and doing their best.
- Create a supportive work environment.
- Motivate through awareness.
- Confidence, high expectations,

9. Project Performance

The project management concept that project efforts must be aligned with the organization's strategic long-term goals. To put the issue into perspective, it was noted that assessments of whether a project succeeds or fails are usually fact-based, although not all projects are measured against the same data. A successful project can succeed even if project management fails, but project success can be viewed as a series of activities that must be completed according to specific goals that involve the utilization of organizational resources. A project can also be defined as a temporary effort with a definite beginning and end made to create a unique product or service from the project. The success of a project can be described as a complex and often illusory component, yet critical to the effective implementation of the project. We also know that implementing strategic project management increases the likelihood of success at the overall project level.

10. Control

Control means keeping the project on track. Each plan encounters different problems during the implementation stage. Some important control features include:

- Defining project baselines.
- Measuring project progress.
- Track actual progress and compare against plan.
- Take immediate action when progress or cost changes.
- Project Status Report.
- Find errors and take corrective action to overcome loopholes that are causing project delays.

Developing the Skills Necessary to Be a Project Manager

According to Barnes (2011), empowering project managers is critical to assuming leadership positions. It plays a major role in controlling and distributing resources, giving you more freedom of action and flexibility. Empower project managers to enforce project standards, maintain discipline, and ensure proper oversight of all aspects of the project. Gain experience in as many projects as possible. Every project is a learning opportunity

- Get feedback from others.
- Self-evaluate and learn from your mistakes.
- Participate in educational programs.
- Join organizations such as the Project

Management Institute.

- Read and subscribe to magazines.
- Volunteer, give back to your community and help develop your leadership skills.
- Remember that learning and development is a lifelong activity and there are no goals.

Conclusion

To improve the performance of increasingly complex projects, it is imperative that project managers be able to use a variety of management skills. Important knowledge and skills that a project manager should have are planning, organizing, monitoring, managing, mentoring, problem solving, communication, staff training, time management, etc. The organization manages all aspects of the project and optimizes resource utilization. We provide well- engineered and well-engineered plants that meet your requirements in terms of functionality, cost, time, future operation and maintenance must be created.

It can be concluded that most of the results confirm statements made in the existing literature about the role of project managers in improving project performance. The goal of project management is to apply skills and techniques to an organization in order to control all aspects of a project, optimize the use of resources, and meet customer requirements regarding functionality, cost, time and future. It's about creating well-designed and well-built facilities. Operations and Maintenance Overall, project design and achievement of intended goals depend on the skills of the project manager, and the system as a whole depends heavily on his human management skills. It is important that the project manager is experienced, qualified and technically competent. But it's equally important that project managers have good communication, influence, team building, problem solving, conflict resolution, planning and goal setting, vision, and interpersonal skills. Project performance is measured in terms of time, cost, quality and customer satisfaction. Projects with project managers who possess these skills improve project performance.

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