

23CE702 : PROJECT MANAGEMENT

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NARSIMHA REDDY ENGINEERING COLLEGE
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UNIT-V: Organizational Behaviour and Project Management

- **Topics Covered**
- Organizational Structure and Integration
- Role of Project Manager
- Roles in the Project Team
- Project Stakeholder Engagement
- Leadership in Project Management
- Participative Management
- Team Building Approach
- Conflict Management in Projects
- Stress Management

Learning Outcomes

- After completing this unit, students will be able to:
- Explain organizational structures used in project management.
- Describe the responsibilities of a project manager.
- Identify the roles of project team members.
- Understand stakeholder engagement strategies.
- Explain leadership and participative management concepts.
- Discuss team-building techniques.
- Analyze conflict management methods.
- Understand stress management in projects.

Organizational Structure and Integration

- **Organizational Structure and Integration**
- **Definition**
- An **organizational structure** defines how authority, responsibility, communication, and decision-making are arranged within an organization.
- **Objectives**
- Improve coordination
- Define responsibilities
- Facilitate communication
- Achieve organizational goals

Types of Organizational Structures

- **1. Functional Organization**
 - Employees grouped by departments
 - Project manager has limited authority
- **2. Matrix Organization**
 - Shared authority between functional and project managers
 - Better resource utilization
- **3. Projectized Organization**
 - Project manager has full authority
 - Dedicated project teams

Organizational Integration

- **Organizational Integration**
- **Definition**
- Organizational integration is the process of coordinating people, departments, and resources to achieve project objectives.
- **Benefits**
- Better communication
- Efficient resource sharing
- Improved coordination
- Faster decision-making
- Reduced duplication of work

Role of Project Manager

- **Definition**
- A **Project Manager** plans, organizes, executes, monitors, and controls project activities to achieve project goals.
- **Responsibilities**
 - Project planning
 - Scheduling
 - Budget management
 - Risk management
 - Quality assurance
 - Team coordination
 - Stakeholder communication

Skills of a Project Manager

- **Skills of a Project Manager**

- **Technical Skills**

- Planning
- Scheduling
- Cost estimation

- **Managerial Skills**

- Leadership
- Decision-making
- Problem-solving
- Communication
- Negotiation
- Time management

Roles in the Project Team

- **Key Roles**
 - Project Sponsor
 - Project Manager
 - Functional Manager
 - Team Members
 - Customer
 - Vendors/Suppliers
- **Importance**
 - Clear accountability
 - Efficient collaboration
 - Timely project completion

Responsibilities of Team Members

- **Responsibilities of Team Members**
- **Team Members Should**
- Complete assigned tasks
- Maintain quality standards
- Communicate progress
- Identify project risks
- Support team objectives
- Follow project schedule

Project Stakeholder Engagement

- **Definition**
- Stakeholder engagement is the process of identifying, communicating, and involving people who influence or are affected by the project.
- **Types of Stakeholders**
- Customers
- Sponsors
- Employees
- Government
- Suppliers
- Community

Stakeholder Management Process

- **Stakeholder Management Process**

- **Steps**

- Identify Stakeholders
- Analyze Interests
- Develop Communication Plan
- Engage Stakeholders
- Monitor Satisfaction

- **Benefits**

- Improved project support
- Reduced conflicts
- Better decision-making

Leadership in Project Management

- **Definition**
- Leadership is the ability to motivate, guide, and influence people to achieve project goals.
- **Leadership Styles**
- Autocratic
- Democratic
- Transformational
- Transactional
- Situational
- **Importance**
- Motivation
- Team performance

Participative Management

- **Participative Management**
- **Definition**
- Participative management encourages employees to participate in decision-making.
- **Advantages**
- Higher motivation
- Better teamwork
- Improved creativity
- Increased job satisfaction
- Better decisions

Team Building Approach

- **Definition**
- Team building develops trust, cooperation, and communication among project members.
- **Objectives**
- Improve collaboration
- Build trust
- Increase productivity
- Enhance communication

Stages of Team Development (Tuckman's Model)

- **Stages of Team Development (Tuckman's Model)**
- Forming
- Storming
- Norming
- Performing
- Adjourning
- **Outcome**
- A high-performing project team with strong collaboration and shared goals.

Conflict Management in Projects

- **Conflict Management in Projects**
- **Definition**
- Conflict management is the process of identifying and resolving disagreements among project participants.
- **Causes of Conflict**
- Resource shortages
- Schedule delays
- Communication gaps
- Role ambiguity
- Personality differences

Conflict Resolution Techniques

- **Conflict Resolution Techniques**
- **Techniques**
- Avoiding
- Accommodating
- Compromising
- Collaborating
- Competing
- **Best Practice**
- Use **collaboration** to achieve a win–win solution whenever possible.

Stress Management

- **Definition**
- Stress management involves recognizing and controlling work-related stress to improve employee well-being and project performance.
- **Causes**
 - Heavy workload
 - Tight deadlines
 - Role conflict
 - Poor communication
 - Job insecurity

Techniques for Managing Stress

- **Techniques for Managing Stress**
- **Individual Strategies**
 - Time management
 - Regular exercise
 - Meditation and relaxation
 - Healthy work-life balance
 - Positive thinking
- **Organizational Strategies**
 - Flexible work schedules
 - Employee counseling
 - Training and development
 - Recognition and rewards
 - Effective communication

Summary

- ✓ Organizational Structure and Integration
- ✓ Role of Project Manager
- ✓ Project Team Roles
- ✓ Stakeholder Engagement
- ✓ Leadership in Project Management
- ✓ Participative Management
- ✓ Team Building
- ✓ Conflict Management
- ✓ Stress Management