



Project Management Skill Development

Since you have learned about project management in the previous level and experienced different projects, we are sure that you can manage to arrange the project. But we would like you to ignite your potentiality of project management more deeply. So here are more detailed learning endeavors about managing projects.

We would like to give you a wonderful learning experience. That is why this week, you just have to watch the learning videos but not necessarily to read long context. But you are going to write an overview assignment in which all your learning points must be contained.

Enjoy your learning journey with Project Management Skill Development training week !

HUMAN RESOURCE MANAGEMENT AND PROJECT MANAGEMENT

Human resources is used to describe both the people who work for a company or organization and the department responsible for managing resources related to employees.

Nowadays, Human resource management is a contemporary, umbrella term used to describe the management and development of employees in an organization. Also called personnel or talent management (although these terms are a bit antiquated), human resource management involves overseeing all things related to managing an organization's human capital.

The importance of human resource in project management is HRM represents and how it can be linked to project management. **Human resources is the function that deals with people in charge of a project. In other words, HRM is about organizing and managing a project team.** Project Management requires a group of people organized in a team which aims to achieve specific goals according to a given project.

The Project Management Institute defines a project as a "temporary endeavor undertaken to create a unique product, service or result". So, any endeavor with a clear start and end can be described as a project. HRM is responsible for several such projects, some are recurring projects, while others are one-time endeavors only. Some of these projects are, for example,

1. Implementing a new human resources information system (HRIS)
2. Developing and enforcing a new workplace policy
3. Creating a new training program for staff
4. Managing the people side of mergers and acquisitions
5. Launching an organizational change initiation



A project is evaluated by its success and people are making part of this success. Therefore, it appears that HRM in project management has a fundamental and strategic role for project success.

SELECTING PROCESS: HOW TO FIND A GOOD PROJECT MANAGER?

Project Management (PM) requires an anticipation of needs regarding the future Project Team. The first step in PM is to establish a multi-skills team according to the kind of project that has to be done. This means for HRM selecting good people to fit with project needs and requirements. More than selecting, the role of HR in this process is to choose a qualified person for a specific role who can successfully deliver valuable contributions to the organization. The term selection can be applied to many aspects of the process, such as recruitment, hiring, and acculturation. However, it most commonly refers to the selection of workers. A selection system should depend on job analysis. This ensures that the selection criteria are job related and propose value additions for the organization.

To do so, the HR manager has to clearly establish a list of competence needs. In order to make this list, project managers, team project members and HR managers have to work together. Thus, the first assignment of an HR manager is to identify the right person. Main skills are leadership, management qualities, interpersonal relations and conflict resolution abilities. Another really important criterion to select a good project manager is his/her maturity. It is quite a difficult task because Project Management maturity is not measured with the age of a candidate but with his/her capacity to lead a project and that is hard to measure. Although, experience is the general factor that is taken into consideration while recruiting a potential project manager. Thus, when talking about the selection process, the role of HR is to draw a detailed list of skills required for a given project, to hire team project members and to attribute responsibilities to each member according to their competencies. HR role.

TRAINING PROCESS: HOW TO DEVELOP A PROJECT TEAM?

Human resource development is the central framework for the way in which a company leverages an effective human resources department to empower employees with the skills for current and future success. The responsibility of the human resources department in regard to employee development primarily pertains to varying forms of training, educational initiatives, performance evaluation, and management development. Through employing these practices, human resource managers can significantly improve the potential of each employee, opening new career-path venues by expanding upon an employee's skill set. This is achieved through two specific human resource objectives: training and development and organizational development. Training and development, as stated above, is primarily individualistic in nature and focused on ensuring that employees develop throughout their careers to capture more opportunity.



MANAGING PROCESS: THE WAY TO ORGANIZE A PROJECT TEAM IN ORDER TO ACHIEVE PERFORMANCE

By managing I consider animating, motivating and communicating with the team. The team animation begins with its adapted training. Then, it requires a specific organization so that every member has his/her attributed role and a kind of hierarchical organization can be designed. By managing I consider animating, motivating and communicating with the team. The team animation begins with its adapted training. Then, it requires a specific organization so that every member has his/her attributed role and a kind of hierarchical organization can be designed.

The process of managing a team is the most difficult: it has to be done carefully and in a responsible manner to allow project success. Monitoring performance is the aim of the process.

So three main processes that constitute the Human Resources' role in Project Management which are selecting, training and managing. That is to say, HR' role in PM is linked to the Project Team recruitment, development and organization. Its aim is to manage the Project Team from its creation to its final success. But, we saw that HRM has to deal with current issues in each one of the processes. It means that management of people who manage projects is full of strategic concepts.

At the end of this , you will have learned: Basic project management concepts and techniques, within international standards. Widely tested tools and techniques that facilitate good communication within a project. How to identify success factors in public social projects. To achieve these goals, you will have to attain specific objectives in each module, which will help you carry out this task successfully. In the Structure and Content unit, you will find a list of specific goals for each module. You will also find these particular objectives at the beginning of each module.

<u>3.1 (a) Project Scope Management</u>	<u>3.1 (b) Project Human Resource Management</u>
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