A Study of relationship between the Power of Program Managers and Program Performance Effectiveness

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ABSTRACT

As modern weapon systems and combat tactics continue to evolve, the nature of conflict and battle environment have had a revolutionary change as a result. The tri-service joint operation is an indispensable trend in the employment of the armed forces. The success of implementing the combined operation and winning a war depends upon information/electronics supremacy, reinforced interceptive capability, upgraded weaponries, and establishment of integrated missile defense system. With these efforts, we will be able to optimize solid defensive strength, defeat the invasive enemy, and then ensure national security. In recent years, the government sector and giant enterprises always adopt the form of "special project" in dealing with critical problems facing by them. It implies that the method surely can provide solutions to many difficulties based upon the change of environment. It is no exaggeration to say that special project plays a very important role in the modernized organization. This study is attempting to apply the Power Principle as stated in the book of "The Power Principle: Influence with Honor," written by Mr. Blaine Lee (1997) to the major military projects, in which the theories pertaining to characteristics and performance of special project are explored in order to develop the interrelation between project managers' characters and their reached performance. This study takes the service term, rank and educational background of the project managers into account. The case study reveals that the project manager who has longer service term, higher rank and educational background is capable of implementing the project as scheduled and getting things well done. From the patterns of the influence, it is found that project managers, with the basic characters of being friendly with others, keeping his words, solving problems by discussion, continued learning to pursue self-growth, always have the ability to grasp the points of the given tasks and solve the problem encountered. The study finds that the project manager who makes the best of the power he owns can gain the positive internal control, create self-discipline, build up interaction, foster active initiative, win mutual confidence and obtain a win-win deal, achieve harmonious cooperation and then result in satisfactory long-term relationship. The professional knowledge, capacity, education and career experience plus personal honorable reputation will affect the behavior of the overall team members other than employ the authority vested by organization. With the method of case study, the study aimed at the key military projects in the fields of maintenance technique, engineering and procurement will be able to reach the following points: 1. The officers who have basic characters in dealing with the give tasks will be able to have better performance than those who employ his authority and have the tendency of self-interest orientation. 2. The military project requires comprehensive planning and strict control to achieve its expected effectiveness. 3.In general, the project manager with basic characters will not be affected by the features of special program and have better performance in handling the given tasks and special program.

Keywords: influence mode; project; project characteristics; project efficiency

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