

A Study on Identifying Core Competency of a Project Manager using AHP-A Case of Construction Industry

張鳳玉、曾清枝

E-mail: 9900549@mail.dyu.edu.tw

ABSTRACT

Project Management is the most commonly used method for the industry to compete in the ever-changing market. The competency of the project manager is the key factor to the success of the project. This study aims to explore the essence of project manager core competency in construction industry, and has developed a total of 13 core competency measurement indicators upon referring to relevant project management literature. These 13 indicators are found to fall under four major perspectives, including “ professional knowledge and experience ”, “ management skill ”, “ interpersonal relationship ”, and “ system integration skill ”. This study uses analytic hierarchy process to analyze and has found the importance ranking and relative weights for all measurement indicators. The empirical results show that the order of the most important core competencies of project manager are: “ interpersonal relationship ”, “ professional knowledge and experience ”, “ management skill ”, and “ system integration skill ”. Among the 13 measurement indicators, the top five indicators which project managers valued most are “ communication skill ”, “ practical experience ”, “ leadership ”, “ coordination ”, and “ integration skill ”. Therefore, the finding of the study has shown that the most important ability of the project manager in construction industry is “ interpersonal relationship ”.

Keywords : project management, project manager, analytic hierarchy process, core competency, construction Industry, systems approach

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