

Workpackage 4: Psychosocial factors: Model on psychosocial factors in project management

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Summary: This workpackage aimed to determine psychosocial factors important to successful project management. We carried out two studies using mixed methods. The first study collected data using interviews with project managers and observations of project team meetings. Analysis of these data informed the measures used in the second study, an online survey of project managers. We devised a model [figure 1] of project management skills and individual factors that we believe would be related to project success. These factors included: individual differences [personality], project management skills [communications], emotional intelligence, conflict management, resilience and organisational justice. We used an online survey of project managers to measure these factors and tested the ability of the model to predict variation in project success using the survey data. Our analysis of the model is limited due to the number of participants. Nonetheless, our current model illustrates the importance of emotional intelligence and conflict management skills for project success. These tentative findings suggest that regardless of individual personality traits, project managers may be trained to develop emotional intelligence and conflict management skills to improve project success.

Figure 1: Hypothesised model of project success

