MODEL FOR ASSIGNING PROJECT MANAGERS TO MINIMIZE LOSSES
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Abstract

The competence of an assigned project manager is the key to the success of a project. However, only a few studies address the issue of losses due to incorrect assignment of project managers. Assigning an incompetent project manager results in extra costs, because a project manager with poor technical capability may lead to making technical decisions of high defect rate, which is linked to later waste, scrap and rework costs. On the other hand, a project manager with poor management capability leads to a high frequency of project changes due to poor planning, monitoring and control, which also increases project costs. This study intends to develop a model incorporating both the costs of technical and managerial capability gaps to minimize the overall losses of inadequate project manager assignment. The problem is formulated as a non-linear programming model, and an algorithm is applied to solve the cost minimizing project manager assignment. Finally, a case with 8 projects and 16 project managers is used to demonstrate the applicability of the proposed model.

Keyword: Assignment, project manager, managerial capability, technical capability