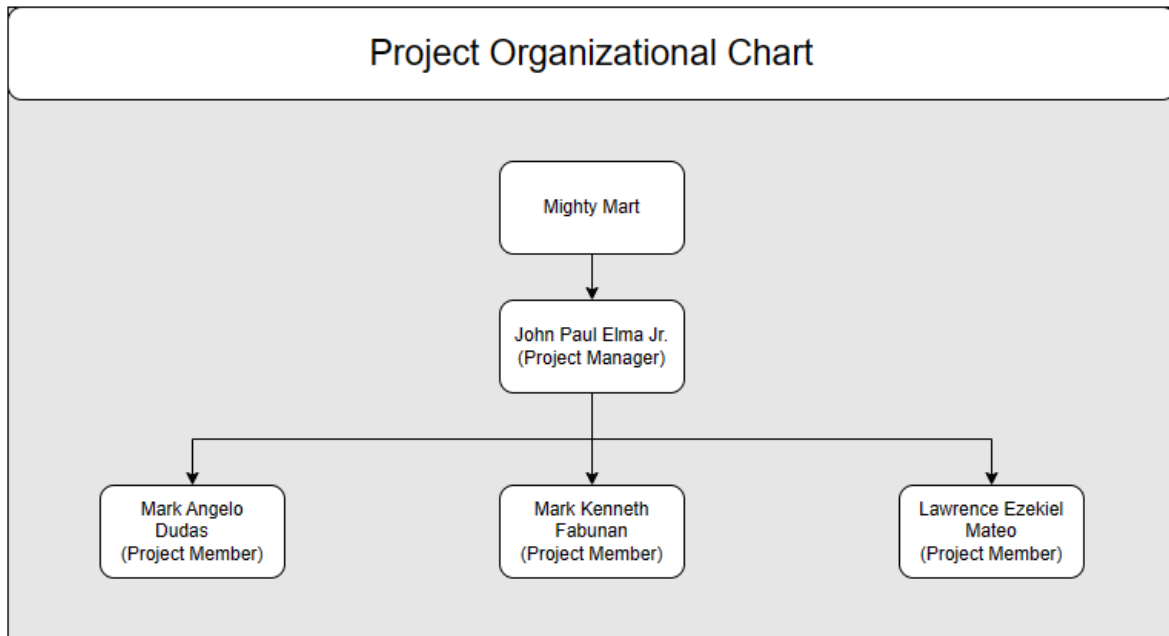**Collaborative Task:**

1. Create an organizational chart, responsibility assignment matrix (RAM), and resource histogram of your project team.

Organizational Chart:

Matrix (RAM):

Task	John Paul Elma	Lawrence Matteo	Mark Kenneth Fabunan	Mark Angelo Dudas
Project Planning	Responsible	Consulted	Consulted	Consulted
Requirements Gathering	Responsible	Responsible	Responsible	Responsible
Design and Architecture	Responsible	Responsible	Consulted	Consulted
Coding	Consulted	Responsible	Responsible	Responsible
Testing	Consulted	Responsible	Consulted	Responsible
Documentation	Responsible	Consulted	Consulted	Consulted
Deployment	Responsible	Consulted	Consulted	Responsible
Project Review	Responsible	Consulted	Consulted	Consulted

Histogram:
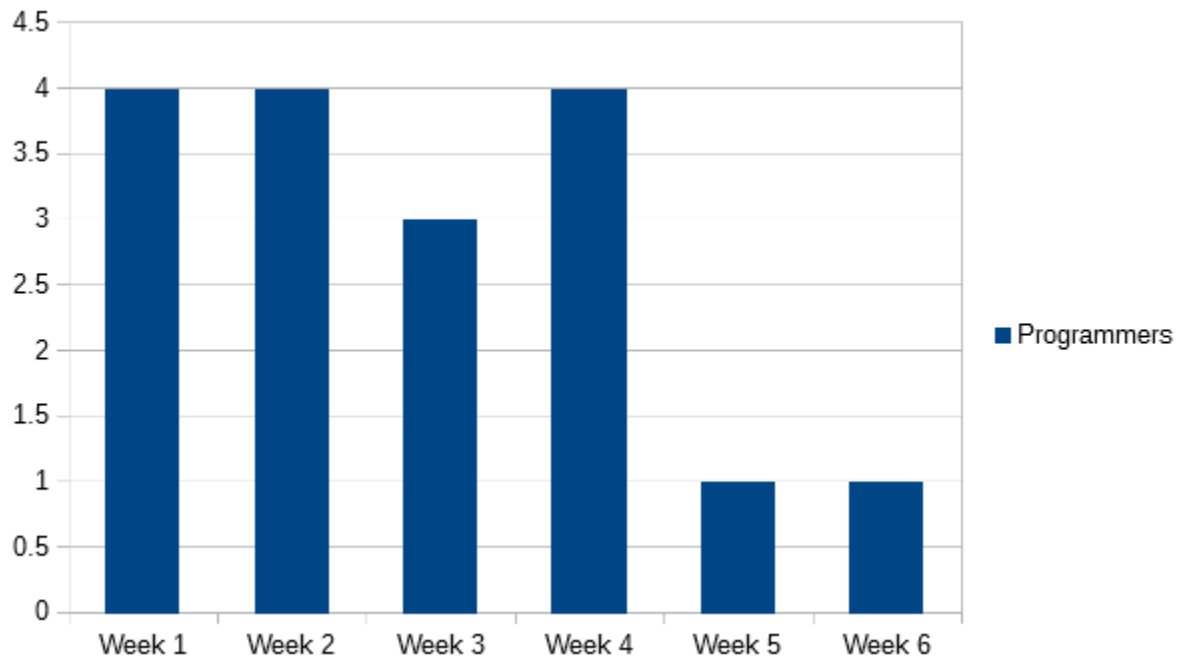
Dudas Individual Task:

2. Explain each process involved in project human resource management. In your own words.

Project Human Resource Management is a crucial aspect of project management which involves managing the project team. It consists of four main processes that include Planning Human Resource Management, Acquiring Project Team, Developing Project Team, and Managing Project Team. Each process is designed to ensure the project team is properly organized, has the necessary resources, is developed to perform optimally and is managed efficiently throughout the project's life cycle.

3. Discuss the works of Thamhain and Wilemon, Maslow, McClelland, Herzberg, McGregor, and Covey by focusing on how their theory relates to project human resource management. In your own words.

Thamhain and Wilemon identified nine influence bases available to project managers to manage project teams. Maslow's hierarchy of needs theory explains what motivates individuals, making it useful for understanding how to motivate and manage project team members. Herzberg's two-factor theory distinguishes between hygiene factors and motivators, which can help project managers identify factors that affect team members' job satisfaction. McGregor's theory X and theory Y explain two approaches to management and how they may affect employee motivation and performance. Covey's 7 Habits of Highly Effective People can be applied to project management to help improve overall team performance. McClelland's theory of needs identifies three needs that commonly drive behavior: achievement, affiliation, and power, which can be taken into account when selecting and developing project team members. Overall, these theories can be applied to project human resource management to better manage project teams and improve their performance.

Fabunan Individual Task:

2. Explain each process involved in project human resource management. In your own words.

- Project human resource management encompasses essential processes like human resource planning, team acquisition, skill development, performance management, appraisals, and team member exits.

3. Discuss the works of Thamhain and Wilemon, Maslow, McClelland, Herzberg, McGregor, and Covey by focusing on how their theory relates to project human resource management. In your own words.

- Thamhain and Wilemon explore team dynamics, leadership, and communication, while Maslow's hierarchy of needs underscores the significance of meeting team members' needs. McClelland's theory emphasizes achievement, affiliation, and power as motivators, whereas Herzberg's two-factor theory distinguishes between motivators and dissatisfiers. McGregor's theory X and theory Y contrast management styles, and Covey's principles advocate effectiveness and proactive problem-solving. These theories contribute to effective project human resource management.

Elma Individual Task:

2. Explain each process involved in project human resource management. In your own words.

- Project human resource management encompasses a series of vital processes to effectively handle the human aspect of a project. It involves strategically planning the project's human resource requirements, acquiring a capable team through recruitment or resource allocation, developing their skills and fostering a collaborative environment, managing their day-to-day performance and addressing any issues, controlling resource utilization to ensure efficiency, and finally, closing the project or phase by releasing resources, documenting performance, capturing lessons learned, and facilitating a smooth transition for team members. Furthermore, project human resource management ensures the optimal utilization, development, and management of the project team to achieve project success.

3. Discuss the works of Thamhain and Wilemon, Maslow, McClelland, Herzberg, McGregor, and Covey by focusing on how their theory relates to project human resource management. In your own words.

- These prominent theorists, including Thamhain and Wilemon, Maslow, McClelland, Herzberg, McGregor, and Covey, have made significant contributions to project human resource management. Thamhain and Wilemon emphasize the importance of managing team dynamics, leadership, motivation, and communication. Maslow's hierarchy of needs theory highlights addressing individual needs for optimal performance. McClelland's theory focuses on aligning motivations with project objectives. Herzberg's two-factor theory emphasizes satisfying motivators and hygiene factors for job satisfaction. McGregor's Theory Y promotes empowerment and trust for self-motivated teams. Covey's principle-centered leadership approach fosters ethical leadership and collaboration. By applying these theories, project managers can enhance team performance, address individual needs, create motivating work environments, empower team members, and exhibit effective leadership, ultimately leading to project success.

Mateo Individual Task:

2. Explain each process involved in project human resource management. In your own words.

- Project human resource management involves several vital processes. The planning process is the initial step, which entails defining project roles, responsibilities, and reporting structures. Acquiring the project team follows, involving activities such as recruiting, selecting, and onboarding individuals to form a capable team. The development process focuses on improving team members' skills and competencies

through training, mentoring, and feedback. Lastly, managing the project team involves overseeing daily operations, assigning tasks, monitoring progress, and resolving conflicts to ensure the team's effectiveness and successful project completion.

3. Discuss the works of Thamhain and Wilemon, Maslow, McClelland, Herzberg, McGregor, and Covey by focusing on how their theory relates to project human resource management. In your own words.

     - Thamhain and Wilemon emphasize effective communication, leadership, and motivation in project human resource management, promoting strong relationships and teamwork. Maslow's hierarchy of needs recognizes the importance of fulfilling individual needs for motivation and satisfaction in project settings. McClelland's theory of needs highlights achievement, affiliation, and power as motivators that can be aligned with individual team members' needs. Herzberg's two-factor theory underscores the significance of addressing hygiene factors and motivators to enhance job satisfaction. McGregor's Theory X and Theory Y help project managers select appropriate management approaches based on employee characteristics. Covey's principle-centered leadership approach focuses on trust, integrity, and win-win outcomes, creating a positive work environment for project success.