

TOPIC ANALYSIS AND SYNTHESIS

Software Project Management (SOEN 6841)

What personality type fits best into project management?

by
Srikar Hasthi (40230004)

Under the Supervision of
Professor: Pankaj Kamthan
TA: Iymen Abdella



Department of Computer Science and Software Engineering

Contents

1	Introduction	3
1.1	Motivation	3
1.2	Problem Statement	3
1.3	Objectives	3
2	References	4

Abstract

The role of personality in project management is a critical factor in ensuring successful project outcomes. The suitability of a project manager's personality type depends on various project-specific factors, such as project size and team experience. Understanding personality types, particularly through models like the Myers-Briggs Type Indicator (MBTI), can shed light on how individuals approach tasks and decision-making. Extroversion is valuable in project management, as it fosters engagement with team members. Project managers inclined towards logical, analytical decision-making tend to excel in managing projects, particularly technical ones.

Besides personality, technical expertise matters, but the degree varies with project size. Small technical projects may require a highly technical leader, while larger programs demand leaders who can ensure clear communication and delegate effectively. Effective project managers are detail-oriented, pragmatic, and adept at balancing time, scope, and cost to deliver business value. Their positive and upbeat attitude helps them gain trust from stakeholders, even in challenging times, as they communicate honestly and offer credible strategies for recovery.

Personality traits, technical competence, and a positive outlook play crucial roles in project management. The choice of personality type should align with the project's specific needs and characteristics to enhance the chances of project success.

1 Introduction

1.1 Motivation

The motivation for this research is to investigate the relationship between personality type and project management success. Project management is a complex and challenging field, and the success of a project often depends on the ability of the project manager to effectively lead and motivate a team.

There is a growing body of research on the relationship between personality type and job performance in general, but there is less research on the relationship between personality type and project management success specifically. The need to explore how specific personality traits align with various project requirements is vital, as it directly impacts project outcomes and team dynamics. This is a gap in the literature that this research aims to address.

1.2 Problem Statement

The specific problem statement being investigated in this research is:

How does personality type influence project management success?

The investigation focuses on the precise examination of how different personality types influence project management outcomes. With projects becoming more intricate, diverse, and team-oriented, it is imperative to identify the specific traits that lead to successful project delivery. The problem lies in the challenge of pinpointing these traits accurately and understanding their nuanced impact on project management processes. Addressing this challenge is crucial for businesses and organizations striving to optimize their project teams and ensure efficient project execution.

1.3 Objectives

The objectives of this research are to:

1. Identify the key personality traits that are associated with project management success.
2. Develop a model that can predict project management success based on personality type.
3. Provide recommendations for how project managers can improve their success by developing their key personality traits.

This research will benefit both project managers and organizations that employ project managers. By understanding the relationship between personality type and project management success, project managers can develop their key personality traits and organizations can select the right project managers for their projects. The ultimate goal of this research is to improve project teams' productivity and efficiency in a variety of industries, which will benefit people and companies alike.

2 References

- [1] Kamthan, Pankaj. - INTRODUCTION TO FRAMEWORKS FOR SOFTWARE MEASUREMENT. Retrieved from Concordia ENCS: http://users.encs.concordia.ca/~kamthan/courses/soen-6611/software_measurement_frameworks_introduction.pdf
- [2] Lowe, S. A. (n.d.). 9 metrics that can make a difference to today's software development teams. Retrieved from TechBeacon: <https://techbeacon.com/app-dev-testing/9-metrics-can-make-difference-todays-software-dev>
- [3] Bottoni, Alex. (2012, December 6). What are the metrics for software documentation? Retrieved from StackExchange: <https://pm.stackexchange.com/questions/8089/what-are-the-metrics-for-software-documentation>
- [4] Microsoft Learn. (2022, October 10). Code metrics values. Retrieved from: <https://learn.microsoft.com/en-us/visualstudio/code-quality/code-metrics-values?view=vs-2022>
- [5] Stackify. (2017, September 16). What Are Software Metrics and How Can You Track Them? Retrieved from Stackify: <https://stackify.com/track-software-metrics/>
- [6] G  hler, S. M., Eifler, T., & Howard, T. J. (2016). Robustness Metrics: Consolidating the multiple approaches to quantify Robustness. Retrieved from DTU: https://backend.orbit.dtu.dk/ws/files/125649168/Robustness_Metrics_Consolidating_the_multiple_approaches_to_%20quantify_Robustness_WebReady.pdf
- [7] Try QA. (n.d.). What is Portability testing in software? Retrieved from: <https://tryqa.com/what-is-portability-testing-in->
- [8] Template Lab (n.d.). 40 Use Case Templates & Examples (Word,PDF). Retrieved from Template Lab: <https://templatelab.com/use-case-templates/>
- [9] Paradigm, V. (n.d.). What is a Use Case Diagram? Retrieved from Visual Paradigm: <https://www.visual-paradigm.com/guide/uml-unified-modeling-language/what-is-use-case-diagram/>