

subtitle.txt – Project Resource Management

Covers the PMBOK-defined processes for managing resources:

- **Types of resources:** Capital (equipment, funding), Technology (software, data security), People (skills, performance).
- **Six key processes:**
 - *Plan Resource Management:* Strategy for acquiring and using resources.
 - *Estimate Activity Resources:* Identify what and when resources are needed.
 - *Acquire Resources:* Recruit people, buy/rent equipment.
 - *Develop Team:* Build trust, train, resolve conflict.
 - *Manage Team:* Monitor performance, give feedback.
 - *Control Resources:* Ensure physical resources are used efficiently.

subtitle (1).txt – Matrix Organizations

Explains how matrix structures affect project teams:

- **Matrix management:** Employees report to both functional and project managers.
- **Pros:**
 - Flexibility and efficient resource use.
 - Access to subject matter experts.
- **Cons:**
 - Complexity and potential conflict.
 - Competing demands from multiple managers.
- **Types of matrix structures:**
 - *Weak Matrix:* Functional manager dominates.
 - *Balanced Matrix:* Shared authority.
 - *Strong Matrix:* Project manager has more control.

subtitle (2).txt – Types of Power in Leadership

Explores French and Raven's five bases of power:

- Legitimate Power: Authority from position.
- Reward Power: Ability to give benefits.
- Expert Power: Based on skills and reputation.
- Referent Power: Derived from likability and relationships.
- Coercive Power: Ability to punish—least recommended.

💡 subtitle (3).txt – Motivation Theories

A deep dive into content and process theories:

- Content Theories (focus on *what* motivates):
 - *Maslow's Hierarchy, Herzberg's Two-Factor, Three Needs Theory, McGregor's Theory X/Y, ERG Theory, Mayo's Theory.*
- Process Theories (focus on *how* motivation works):
 - *Adam's Equity, Vroom's Expectancy, Taylor's Scientific Management, Self-Efficacy, Reinforcement Theory, Locke's Goal-Setting.*

Each theory offers tools for understanding and improving team motivation.

💬 subtitle (4).txt – Emotional Intelligence

Based on Daniel Goleman's framework:

- Self-awareness: Know your emotions and triggers.
- Self-management: Control your reactions.
- Social awareness: Empathy and understanding others.
- Relationship management: Use emotional insight to collaborate effectively.

Emotional intelligence is key to building trust and leading teams.

🌍 subtitle (5).txt – Global Megatrends in Project Management

Summarizes PMI's six megatrends reshaping the workplace:

1. Digital acceleration: AI, cloud, IoT transforming collaboration.
2. Climate crisis: Sustainability must be embedded in projects.
3. Shifting demographics: Talent shortages and the Great Resignation.

- 4. Supply chain disruption: Need for global collaboration.**
- 5. Labor shifts: Underrepresented groups leaving the workforce.**
- 6. Equity and inclusion: DEI must be integrated into every process.**

These trends demand adaptive, inclusive, and tech-savvy project management.