

Leadership style of project manager and team's work environment in an it project: study case in PT. Quadra Solution

Arsenoa Adji, author

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Abstrak

ABSTRACT

In a software development project, the project manager has a strong role in managing the team to achieve project success. Managing a project team is different from managing team in usual business activity because sometimes it needs different approach to match the project's characteristic. According to PMI (2008), a project has a limited timeline (temporary) and unique requirements. Project manager's leadership style was the main focus in this research that had influences on leadership outcome (effectiveness, extra effort, and satisfaction). There was also a finding about team's work environment captured while they were in a software development project. Based on personal interview with 14 employees in PT Quadra Solution, they perceived that there were some problems toward their project managers. This research was addressed to examine the leadership styles of project managers and the outcome related to their leadership styles in this company and also to see the characteristic of the team's current work environment while they were in the software development project. The data were collected using questionnaires, Multifactor Leadership Questionnaire (MLQ) and Work Environment Scale (WES). The result of leadership style was the project manager implemented idealized behavior, idealized attribute and management by exception active as perceived by the team members. The leadership trait that was the most significant in influencing the outcome, effectiveness, was laissez-faire (negative). The most significant in influencing the outcome, extra effort, was individualized consideration. The most significant in influencing the outcome, satisfaction, was idealized behavior. The work environment perceived by the team members was characterized by relationship dimensions (involvement, peer cohesion, and supervisor support) and some personal growth dimensions (autonomy and work pressure).