

Impact of Personality Traits of Manager on the Performance of Project

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ABSTRACT

Several factors contribute to the success of a project. Among these, personality traits of the project manager have a special role and contribution to the success of the project. This study aims at describing the extent of variation in the performance of the project explained by the personality traits of the project manager which include his authority, extroversion, introversion, and vision. The study also explores the mediatory role of team building between the personality traits of the manager and the performance of the project. The study is based on a representative sample of 100 plus individuals involved in various aspects of projects executed in Pakistan. Path and multivariate analysis have been used in the study to draw conclusions. The results reveal that all the above mentioned personality traits are directly related in desired directions with the performance and success of the project and explain significant amount of variability in the dependent variable. However, full mediatory role of team building is established for extroversion only whereas partial mediatory role of team building is established for authority, introversion and the vision of the project manager. Areas of further research have been suggested in the paper.

KEYWORDS

Project performance, project success, personality traits, team building.