

2014

Volume: 59

Issue: 3

Studia Universitatis Babeş-Bolyai OECONOMICA

RECRUITMENT EXPECTATIONS ON PROJECT MANAGERS' COMPETENCIES

Marius RADU*

Babeş-Bolyai University, Romania

Abstract The multidimensional scaling analysis is applied to understand what criteria use the stakeholders involved in project managers' recruitment process. We use the multivariate data analysis technique to understand the relationship between preferences and expectations of the recruitment team of project managers. Visual map emphasize the relationship between the Future Organization Form vs. Successful Project Manager Competencies as they are expected and respective preferred by recruitment team - stakeholders (managers, head hunters, recruiters, etc) involved in the project manager selection. Project manager innovation and people orientation are the characteristics preferred by recruiters, who think that the flat organization will be the future effective form of business organization. Moreover, when it comes to project manager selection and the project set up, the immediate tactical project constraints are perceived more important than the strategic orientation for innovation and people development.

JEL Classification: C1, J2, L2, M1

Keywords: multidimensional scaling analysis, project manager selection, perceived value, matrix organization

* Corresponding author. Address: Department of Management, Faculty of Economics and Business Administration, Babes-Bolyai University, Teodor Mihali 58-60, 400591 Cluj-Napoca, Romania., Tel. +40.264 41 86 52, Email: marius.radu@econ.ubbcluj.ro