

ABSTRACT

PT. XYZ is a service provider company, one of the projects in the construction field is the construction of optical fiber network. One of the infrastructure development projects carried out by PT. XYZ failed in the form of delay and could not be completed according to the initial planning. In the realization of a project there will be a lot of constraints and obstacles which if not managed properly will lead to delays and even failures. It is known that 30% of project failures in Indonesia are caused by the competence of a project manager (Ratay, 2018). The competence of project managers plays an important role in project success that can be seen in terms of cost, time, and quality (Dharsika dkk., 2017). This research is also based on the findings (Hashim, 2019) which found project manager competencies that affect project success are performance competencies. In addition, there are no studies that measure project manager performance competency based on Project Manager Competency Development Framework. Therefore, this study will measure project manager performance competency using Project Manager Competency Development Framework method where there are 10 units or knowledge areas to be filtered using Analytical Hierarchy Process (AHP) to find out some knowledge that most influences the level performance of project managers. Then measurements are made 360° using a Likert Scale to the project manager (self-assessment), director, admin staff, logistic staff, business partner, and peer. The measurement results of 360° will produce a gap between the current score and the minimum level of score competency for each unit element. This research is expected to improve the competence of project manager performance to reduce the potential for failure for subsequent projects.

Keywords: Performance Competence, PMCDF, Project Manager.