

ABSTRACT

PT. XYZ is a construction service provider and network infrastructure management company. In implementing the project, PT. XYZ often delayed. Project delays are derived from several factors which replace internal changes and related internal changes. According to the book (PMI, 2017a) Project management according to knowledge, skills, tools, and techniques for activities can meet project requirements. By implementing project management, an organization can complete projects effectively and efficiently. There are 3 projects that are being implemented at PT. XYZ, namely SDI, FTTH, SPBU. These projects have a project manager who is trusted to manage and lead the project. Therefore the quality and competency of the project manager is very important to guarantee the success of these projects. This encourages the evaluation of project managers at PT. XYZ uses the Manager Competency Development Framework (PMCDF) method of performance aspects. Based on (PMI, 2017b), the performance aspect has 10 competency units that can be used for project manager assessment. Of the 10 competency units, the competency unit is screened using the AHP weighting method. This method is used to find out which competency units have a large influence on the project according to the characteristics, culture, and needs of the company. From the assessment results obtained 4 competency units that have a large influence on the company, namely project quality management 24%, project human resource management 20%, project integration management 15%, and project risk management 14%. Based on the assessments that have been made in each of the competency units, the project manager still has a shortage in leading the project implementation. Therefore, it will be given a proposal to improve the shortcomings of the project manager in order to improve competence to be able to support the success of the project.

Keywords: Project Manager, PMCDF®, Performance Competence, AHP