

The role of organizational culture in efficacy of earned value management of software development projects



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“In the name of Allah, Who is the most kind and most merciful”

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Abstract

As we know that Project Management has become a vital field of academic research from last two decades and an internationally recognized project management tool earned value management which is used for measuring the progress of projects. This thesis deals with the role of organization culture in efficacy of earned value management of software development projects. This study examines the role of organizational culture in efficacy of earned value management of software development projects through a questionnaire based survey from project managers in leading software development organizations of Lahore. Findings indicate strong positive relationship between organizational culture and efficacy of earned value management. Also efficacy of earned value management have relationship with all the dimensions of organizational culture; communication, collaboration, involvement, learning, transmission of information, strategic direction, reward & incentive system, coordination and integration, care about clients and system of control dimension.

Furthermore, Efficacy of earned value management dependency on strategic direction dimension is the strongest as compared to other dimensions of organizational culture. So, the strategic direction dimension of organizational culture is the most effective ones.

Keywords: organizational culture, dimensions, efficacy of earned value management, relationship, dependency.

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1. Introduction

1.1. Background of Research

As we all know, projects are old not new in the world. People have been working since the early days of organized work on different type of projects since. The examples are, Greek Parthenon, Great Chinese Wall and the Egyptian pyramids. The only new thing new which is how the projects managed by us. The powerful methods and tools always provided by the Project management to the managers for managing team based activities, planning, accomplishing and for organizing the particular objectives.