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Methods for Raising the Level of Motivation Management Based on Major Projects

The paper presente one of the most modern methods of increasing the level of motivation and of training the personnel for solving the complex problems which appeared in the period of changes. These problems request the implication of a large number of experts

1. **Introduction**

The method is the procedure used to acomplish an aim. In management , the method is the agent through which the management's functions are achieved in order to obtain better results by rationally the human material and financial resources.

The management method is materialized in procedures, technologies and work instruments. It cannot be resumed at applying only one leading principle.

The management principle is the main idea which expresses set of criteria on which the leading activity is based. The leading method is mostly influenced by the management principle.

General methods of management are those methods which can be applied at the level of the whole company, in all the domains.

The most modern method was proved to be the one through projects.

Partial applications of this method were done over a decode ego.

2. The leading method based on major projects

In order to define the management through projects it is necessary to define the term: **project.** A project is a set of working processes having innovational character, whose achievement is focused on accomplishing a complex mission.

The organizational methods depend on a series of things such as the projects ampleness, its originality, the period to achieve the project, the number of person-nel, etc. Based on the main organizational characteristics, these can be divided into three categories: the management based on projects with major status, the man-

agement based on individual projects and the management based on mixed projects.

In figure 1 is presented the organization of management based on projects with major status.
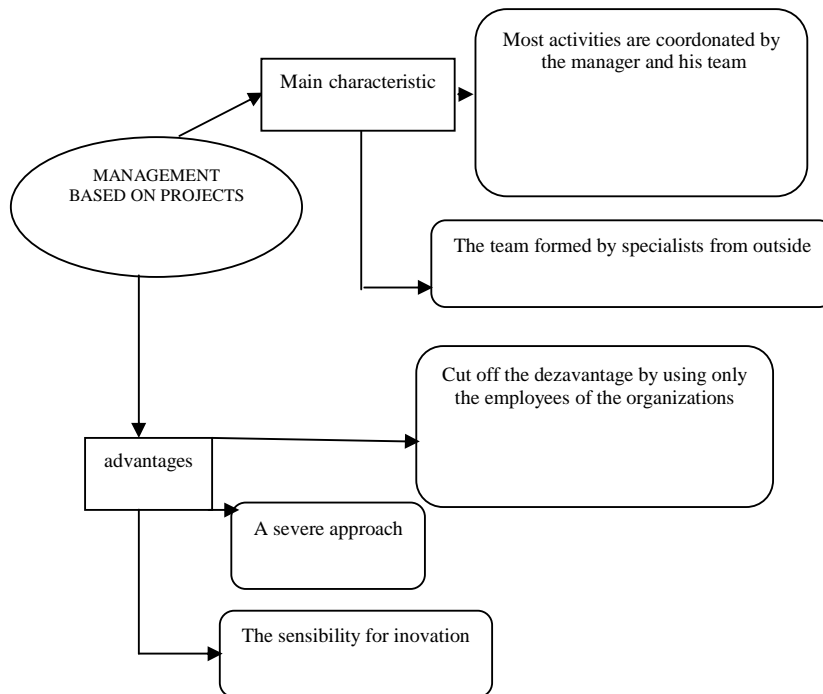
Figure 1. Organization of management based on projects with major status.

In this case the supervision of the actions involved in the project is certified by the project's manager together with a team which takes care exclusively of this problem.

The quality of the results depends on the team's capacity which was formed especially for the team to be made of people from both the inside and the outside colectivity .

The people from outside have the disavantage of an objective aproach, of different experiences due to the men situation, in wich they work.

In order to realize the sceme of the management through projects some experts show the following procedure.

- defining the project, which includes specifying the objectives, establishing the ampleness of the project and the organizational subdivizions,
- nominating the manager of the project, the team's responsabilities and the responsabilities for the other people who take part in the project
- the organisation definition of the project means the establishment of the organisation type used making the list of the main tasks and responsabilities for the manager of the project and the component of the collective
- preparing the climate for the management implementation through projects, by presenting of the new sistem and it's advantage to all components and compartimentes.

Establishing modalities of control who will be used during project, for verifing the costs and the partial and final results. The management implementation through projects, by acomplishing objectives and responsabilities of participatons

The periodical avaluation of the acomplished project adoptingthe corect measures

In the success of management through projects, the manager has the main role.

The manager is confronted with diferent situations for example:
- organizatorical instability because also the manager and his subordonates are temporaly employed
- the lost rythm of taking decisions.
- the imediate impact of decisions

Thetensions which appear between the personnel working at the project and the others which don't take part in this accomplishment

This shows yhe necesity that the person being the manager of the project should passes a decision capacity, doubled by the ability of having good relationships and of team work

The analysis have showed that there are two major risks which the manager must take on:
- the projects risk, which refers to the possibility of not acomplishing the objectives.
- the „proffesional" risk, which refers to the ethical effectness of the professional aquirement due to the long period of time needed for realizing the project

3. Conclusion

The management through projects is a system of management with a limited period of time. It was made in order to solve some complex problems which imply the involvement of some experts

The use of the management method based on a mixed project:

-encourages the experience exange between the different compartiments of the same or different organizations

-represents a good way for descovering and trening dynamic ,bold and competent managers.

-has the best conditions for solving specific problems

-during the project the terms and conditions may be changed.

-it helps managers because were responsabile and courageous

The advantages mentioned above are not exhaustive, but they offer enough arguments to understand the spread that this system has inmodern, well-developed countries.

The main limits of using the management through projects are:

-the growth of conflicts in the company

-the difficulty of discovering good managers ready to take risks.

In Romania the utilisation of this modern management system is only to the begining.The management through project is mostly used in the big companys. The promotions of this sistem has an important role,in the accelerations of products and tehnologies in the romanian economy.

In conclusion the main role in the management through project is the manager who has to know all about his personnel, all about power sources, and the most important objectives of the organizations.

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