

# **THE EFFECT OF PROJECT TEAM CHARACTERISTICS ON PROJECT SUUCCESS: THE CASE OF GHANA EDUCATION TRUST FUND (GETFUND).**

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## **Abstract**

Project failure in the construction industry is very rampant with its accompanying costs. Project failure arises from the under-achievement of the scope, cost or time specification of a given project. This challenge in most cases leads to waste of resources. This, to a large extent, could be attributed to the non-application of strategic business principles. Information sharing between various actors and the characteristics of the project team are very important for project success. The general aim of this study was to find out the effect of strategic business principle on project success in the Ghanaian public sector. This study identifies centrifugal and centripetal forces as the contending forces, which ultimately impact on project success and further finds out the moderating role of process innovation on the relationship between centripetal and centrifugal forces and project success. A mixed method approach was used to conduct the study; and this was in the form of a sequential explanatory research design. The quantitative study had a sample of 300 consultants of GETFund projects as compared to a sample of 10 participants who were expert consultants for the qualitative case. Multiple regression analysis using SPSS was used to test the stated hypotheses. A total of 12 hypotheses were tested out of which six were supported. The study found that manager competence and risk management competence were significant determinants of project success with the interaction effect of manager competence, risk management competence and process innovation supporting the hypotheses; and reach to community, reach to suppliers and reach to GETFund were significantly related to project success. The rationale for the qualitative study was to lend credence to the results of the quantitative. To a large extent, it could be deduced that the participants of the qualitative study supported that centripetal and centrifugal forces impacted positively on project success. They also underscored the need for process innovation in making projects successfully. Based on the results obtained, the study recommends among other things that, managers should be able to provide good leadership to the project team and coordinates the project team and the activities. The study also recommended that team members should aim at putting in much effort to interact with contractors to understand the scope and requirements of the project.

**Keywords:** Project success, centripetal forces, centrifugal forces, process innovation, project team.