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INTEGRATING HUMAN RESOURCES MANAGEMENT WITH IT PROJECT MANAGEMENT FOR BETTER OUTCOMES

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ABSTRACT

The successful execution of IT projects relies heavily on effective collaboration between various departments, particularly Human Resources Management (HRM) and IT Project Management. This integration addresses the critical need for aligning human capital with the technical requirements of project execution. By incorporating HRM into IT project management processes, organizations can better allocate resources, enhance team performance, and ensure that project objectives are met within scope, time, and budget constraints. HRM plays a pivotal role in identifying and deploying talent, fostering communication among team members, and creating an environment conducive to innovation and collaboration. Meanwhile, IT project management focuses on overseeing the technical aspects, managing risks, and ensuring the project follows the planned trajectory.

The synergy between these two functions can lead to improved project outcomes, including higher employee satisfaction, reduced turnover, and more successful project delivery. Additionally, HRM's involvement in project planning and development phases ensures that teams are equipped with the right skills and support, promoting a balance between technical proficiency and interpersonal dynamics. This integration helps mitigate the risks associated with skill gaps, employee burnout, and poor team cohesion, which are common challenges in IT projects. In conclusion, aligning HRM strategies with IT project management practices is crucial for fostering organizational agility and achieving better project outcomes in today's competitive business environment.

KEYWORDS: *Human Resources Management, IT Project Management, Resource Allocation, Team Performance, Project Outcomes, Talent Deployment, Collaboration, Organizational Agility, Skill Alignment, Employee Satisfaction*