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Introduction

Project management is a summation of processes, methods, knowledge, skills, etc., used to complete a project. Different types of projects differ according to the time needed to complete the project, financial resources available, and skills and abilities available to complete the project. The academic writing is based on project management of a big project that would be inaugurated by Google Plc., a tech giant of the current world and one of the biggest companies in the world. The company is planning to build a new office in the UK with a vast area.

The report has reviewed the project's scope, constraints, and assumptions. A hierarchy should be formed for effective reporting and controlling activities. There are some assumptions in this project. The assumptions refer to some factors that are supposed to be positive and are thought of as positive while making plans for the project. Numerous factors are supposed to be accurate or positive while planning the project. A stakeholder analysis is needed to understand the contributions and interests of different stakeholders. The project managers must set roles and responsibilities effectively, and their effective control mechanism should be applied to carry out the project successfully.

The Body

Google is the pioneer company in the search engine sector and one of the world's largest companies. The company had its main office in Mountain View, California, USA. It is also the only wholly owned building of Google Plc. Recently, the company plans to establish a new wholly-owned land in King's Cross London, the UK. The project is worth 1 billion USD as a considerable area will be decorated with multi-storied buildings and many other facilities for the employees. The land area available for this project is more than 60,400 sq. meters. That may provide space for more than 4,500 employees. Along with the current office in that region, the total capacity will be 7,000 employees of Google. Numerous facilities like gyms, cafes, swimming pools, and gaming zones would be available in the building. The pros and cons of this project are highlighted in the below discussion.

The project aims to scatter the operation of Google Plc. and expand its operation through more research and development works. The office would help the employees get enough personal space, resources, and authority to conduct more research and complete their tasks effectively. It would also provide professional meeting space to the employees, making emergency meetings easier for the 7,000 employees. Besides, the best facilities for the employees would be costly as the economies of scale level in providing facilities to the employees have already been exceeded (Herath and Chong, 2021). So, Google Plc. will need to spend less money to provide needed resources in the newly owned office.

The project may help the company to reduce its overall costs in the long run as low-cost facilities can be provided to the employees. Besides, it may help the company grow in research and innovation as more employees will get significant assets to develop their performance (Piraveenan, 2019). However, a significant initial cost should be incurred as it is a big project. As the amount of money is enormous, the risks associated with this project are also significant. To carry out this project successfully, a proper plan must be made along with dedicated and skilled employees who will complete the project.

The budget for the project is given below:

Description	Cost (In Mn Euro)	Total cost (In Mn Euro)
Foundations	80	80
Electric and other management	200	200
Furnishing and equipment	20	20
Landscaping	20	20
Site work	35	35
Architecture and engineering	50	50
Designing	65	65
Contingency	10	10
Bricks and others	150	150
Transportation	10	10
Salaries and other costs	50	50
Miscellaneous	120	120
Networking	50	50
Office Decoration	140	140
Total cost	1000	1 billion

The total cost of the project is 1 billion Euros. A budget is presented here that shows the costs in each area. The managers should follow this cost structure. The skills and abilities of the employees should be matched to the project's needs, and then the budget would be allocated for different tasks. The managers should keep the budget in mind while doing other planning related to project management, like making a Gantt chart for time scheduling, supply, raw material collection, etc.

There are some assumptions in this project. The assumptions refer to some factors that are supposed to be positive and are thought of as positive while making plans for the project. Numerous factors are supposed to be accurate or positive while planning the project. The assumptions are described below:

- ❖ The employees have the proper knowledge, skills, and abilities to complete the project effectively. The employees will work with dedication and use their skills and abilities to make the project successful (Kerzner, 2019). It is also assumed that no unexpected event in the workplace may harm the organization or the employees. The level of motivation of the employees is supposed to be upheld.

- ❖ It is supposed that the employees will work honestly. They are not supposed to take any unethical means while completing the tasks. Besides, they are supposed to prioritize the organization's goals and objectives over personal interest.
- ❖ The project will be completed within the allotted time and budget. The time fixed for the project and the money allotted should be enough.
- ❖ No significant changes in the exchange rate will take place. Besides, it is supposed that all other external factors will remain almost the same. No other significant external challenges would be faced while completing the project.

There are some constraints in this project. The constraints are highlighted below:

The project should be completed within a specific budget. The budget for this project is £1 billion. So, the project managers need to complete the task within this amount (Pinto, 2020). The money should be divided into small amounts, and then it should be rendered among the employees according to their responsibilities.

For building an 11-story building, specific time is needed. The time is five years, within which the project should be completed. After the inauguration program of the project, time should be divided for different tasks through setting milestones.

The project managers should analyse the available resources and abilities before planning to complete the project. Employees should be given resources and authority based on their skills and responsibilities. A feasible plan should be made so that the company can achieve this.

Stakeholder analysis: There are different stakeholders related to the project. The stakeholder analysis in the context of the Google Project is provided below:

Stakeholder	Interest in the project	Impact on the project
Owners	High - The owner aims to achieve the company's target by expanding the business.	High – Owners are the main source of financial support and paperwork.
Investors	Medium – Aims to earn money from the investment. The amount of money earned by the investors depends on the effectiveness of the project.	High – The project will fall short of financial resources if they do not provide financial support.

Managers	Medium – The need to plan for the change as they do for all other organisational changes.	High – The project may fail without effective performance from the managers.
Employees	Medium – The employees may get incentives for better performance while completing their jobs (Zhidebekkyzy et al., 2019).	High – They are the prominent men who will implement the project. They would know the best about the problems and prospects of the project.
Suppliers	Medium – There are many buyers of supplies for this project. Besides, the number of suppliers is not low too. So, the suppliers have a medium interest in this project.	Medium – If the supplier provides bad-quality raw materials, it may hamper the effectiveness of the project.
Government	Low – The government would earn some through tariffs and taxes that are assigned to them.	High – May shut down the business immediately for any specific reasons.

This project has specific roles and responsibilities for different levels of employees. The project roles and responsibilities of employees of different hierarchies are described below:

Project sponsors are the people who fund the project. There are numerous investors to invest in the project of Google as the possibility of this project being successful is likely more. On the other hand, the owners of Google will also invest in this project (Kerzner, 2022).

The project budget is £ 1 billion, so collection from investors and owners would be needed. The managers need to find influential investors with lower interest rates. It would help to minimize the costs of collecting funds.

The project manager would assign resources and authority to the employees. Besides, he would establish effective communication with the subordinates so that the project manager may know about the problems and prospects as quickly as possible. He will schedule the tasks and control the employees' activities.

Team members should keep regular communication with the managers to let them know about different factors related to the project. They need to complete their tasks effectively and on time. The resources and authorities assigned to them should be utilized effectively.

The control of the project would be in the hands of managers. The project management would follow the centralized system. Three common control mechanisms are widely followed for controlling projects. The control mechanisms are described below:

Outcome control refers to the system where the outcome is most valued. According to this system, the outcome is the main priority, and managers seek outcomes after concerns about the facilities and problems the employees face. The managers try to solve the problems employees face by taking corrective actions (Paul et al., 2023). The managers seek measurable results that can be easily compared to previous projects, and the development of projects can be analyzed effectively.

Behavioural control focuses on the development of behaviours of the employees or team members in project management (Brandl et al., 2021). After planning for the project and assigning the resources, authorities, and responsibilities to the employees, the manager focuses on the behavior of the employees. Through this mechanism, the employees must follow the rules the project managers set.

Clan control refers to following shared values and beliefs while completing tasks. Google has separate rules and regulations as a company. Besides, their working culture is separate from that of others. According to this control mechanism, the employees must follow the organizational culture and behaviour, and managers look after maintaining such behaviours. In this project, an outcome control mechanism would be applied. It would help the team easily measure the effectiveness and compare it with other projects.

The project would follow centralized leadership, and a hierarchy would be formed according to which reporting would be done. There would be different types of managers, including finance manager, resources manager, supply chain manager, relationship manager, and construction manager, who will control different segments of the projects as suggested by their recognitions. They will report to the project manager, the head of the hierarchy. The team members should be divided into different teams under different managers. Different types of managers would lead each team, and few members would be provided to the managers of different segments.

The team members would report to their respective segment managers. Thus, reporting of this project would be formatted.

Project planning and milestone refers to time scheduling for projects and setting milestones as targets. The sample milestone shows the managers' timelines to carry out the projects. The managers would render available resources and the schedule to the team members. The team members would fully implement their tasks by utilizing their skills and abilities. The project plan shows that five years is the timeline for completing the project. The first month is set for reviewing the goals. Goal review is referred to as reviewing the feasibility of the project after considering the concurrent resources and capabilities of the company (Gunduz and Alfar, 2019). Then, the next four months would be set for planning. In this phase, the top-level managers will plan effectively completing the project. Effective communication will be set for reasonable control and construction. Then, the next seven months will be spent designing the building structure.

Designing should be made with concern as it would significantly impact the project's further performance. Experts should be appointed for this purpose. Then, different tests should be undergone, including soil tests, erosion tests, water tests, etc. After that, the building making should be started. Within three and a half years, the building construction should be completed. Then furnishing and other finishing should be started. In the last six months, the project should be completed, and a review of the project should be given to measure the effectiveness of further projects.

Conclusion

Project management includes different project-related issues and helps arrange different factors well to complete the project successfully. The project managers must divide the resources among the employees according to their skills and abilities. A skill match should be undergone to understand which employees will be suitable for which job in the project. Gantt chart and milestones should be followed, and budget constraints should be maintained. Better communication between project managers and team members should also be established. Thus, the project can be implemented successfully. However, a significant initial cost should be incurred as it is a big project. As the amount of money is enormous, the risks associated with this project are also significant.

To carry out this project successfully, a proper plan must be made along with dedicated and skilled employees who will complete the project. The office would help the employees get enough personal space, resources, and authority to conduct more research and complete their tasks effectively. It would also provide professional meeting space to the employees, and emergency meetings would be more accessible for the employees working there. Besides, the best facilities for the employees would be costly to afford the company as the economies of scale level in providing facilities to the employees have already been exceeded. So, the implementation of the project will improve employees' work environment.

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Appendix

Project planning and milestone is given below:

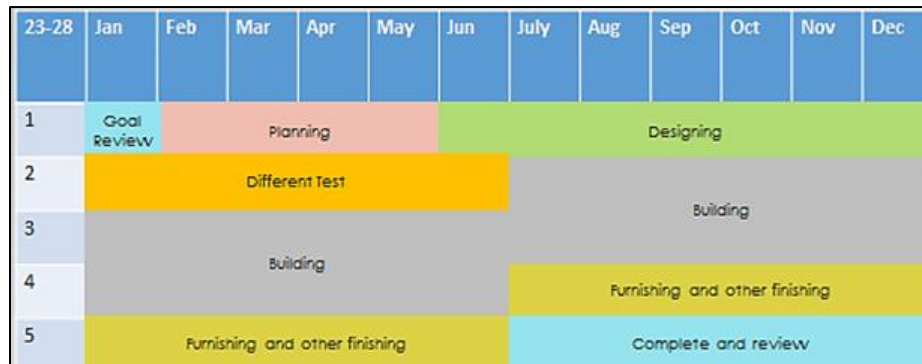


Figure 1: Project planning and milestone

Source: (Hirman et al., 2019)