

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس 2021-05-20 في تمام الساعة ٩ مساءً.
- ☐ الإجابة متاحة باللغة الإنجليزية أو اللغة العربية مع مراعاة أن تكون المصطلحات العلمية باللغة الانجليزية.
- ☐ يتم تسليم المشروع في صيغة ملف pdf مع الالتزام بنموذج الجامعة ولن تقبل أي مستندات أخرى.
- ☐ يجب مراعاة أقسام البحث الرئيسية (مقدمة Introduction، دراسات علمية سابقة Literature Review، طريقة البحث Methodology، النتائج والمناقشة Results and Discussion، وأخيراً المراجع References. وان كان هناك ملحقات Appendices يتم إضافتها)
- ☐ يجب الالتزام بـ Theme موحد كما يلي:
 - حجم الخط 12.
 - نوع الخط Arial.
 - لون الخط أسود.
 - المسافة بين الأسطر 1.5 line spacing.
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Instructor's Name: **Dr. Sara Adel**

THE IMPACT OF MOTIVATION LEADERSHIP SKILLS ON PROJECT SUCCESS AT ENGINEERING COMPANY

1. Introduction

Leadership is the accomplishment of a goal through the direction of human assistants. The man who successfully marshals his human collaborators to achieve particular ends is a leader. A great leader is one who can do so day after day, and year after year, in a wide variety of circumstances[1]. However, It can be difficult to place a value on leadership or other qualitative aspects of a company, versus quantitative metrics that are commonly tracked and much easier to compare between companies. Leadership can also speak to a more holistic approach, as in the tone a company's management sets or the culture of the company that management establishes [2].

Managing projects is unquestionably a difficult job. It requires a leader who can manage a singular but complex event that consists of a multifaceted range of activities. The project manager's responsibility is to plan, organize, staff, monitor, evaluate, control and lead the project team, from project inception to final completion and success. This job involves diverse challenges, such as coping with a complex project environment, dealing with problems across functional lines, handling conflicts and managing change[3].

This research aims to investigate the perception of coaching leadership styles required and factors that contribute to successful project delivery effectiveness within engineering company environment.

2. Literature Review and Conceptual framework

2.1. Leadership

Leadership is mostly defined as the process of influencing a group toward the achievement of goals and directing the organization to make it more cohesive and coherent . A leader carries out such a process by applying his/her leadership qualities, such as values, beliefs, character, knowledge, skills, ethics, experience, and culture.

Leaders inspire people, move them to action and change the world. Leadership is a social process that is highly complex. Leadership includes influence processes involving determination of the group's objectives, motivating task behavior in pursuit of these objectives, and influencing group maintenance and culture[4]. The paper has provided a comprehensive review on the literature, research and theoretical framework of leadership. The leadership approaches mentioned in this paper need to be fully understood in order to achieve individual and organizational effectiveness and efficiency. It is hoped that this work will serve as a resource for leadership researchers.

2.2 Theoretical Concepts of Leadership

Interest in leadership increased during the early part of the twentieth century. Early leadership theories focused on what qualities distinguished between leaders and followers, while subsequent theories looked at other variables such as situational factors and skill levels. Several theoretical approaches have been developed to explain leadership. However, although many different leadership theories have emerged, most can be classified into one of the following major types. It is important to recognize, however, that these leadership theories are not necessarily mutually exclusive.

- Trait theories
- Situational contingency theories
- Transactional theories
- Behavioral theories
- Participative theories
- Transformational theories[5]

2.3 Coaching Leadership style

According to Kampa-Kolesch , coaching is a form of systematic feedback intervention that is designed to enhance professional skills, interpersonal awareness and personal effectiveness, whereas Peterson considers coaching to be a process that equips people with the tools, knowledge and opportunities that they need for professional development and to increase their effectiveness[6].

2.4 Motivation

In a complex and dynamic environment, leader of the organization used to create the environment in which employee feel trusted and are empowered to take decisions in the organization which leads to enhance motivation level of employee and ultimately organizational performance are enhanced. Smith and Rupp (2003) stated that performance is a role of individual motivation; organizational strategy, and structure and resistance to change, is an empirical role relating motivation in the organization. According to Orpen (1997) better the relationship between mentors and mentees in the formal mentoring program, the more mentees are motivated to work hard and committed to their organization. Likewise, Malina and Selto (2001) conducted a case study in one corporate setting by using balance score card (BSC) method and found out that organizational outcomes would be greater if employees are provided with positive motivation. The establishment of operations-based targets will help the provision of strategic feedback by allowing the evaluation of actual performance against the operations-based targets.

3. Methodology

The primary objective to write this review is to highlight the flow of motivation and reveals what motivation technique works more efficiently in different stages of life. This study provides useful managerial implication for employee motivation in an organization. The dimensions are made fit into a model that can benefit organization to enhance their performance; however, the model needs to validate through case study or quantitative study. However, The main selection were that this organization in project oriented (work is organized in projects) and that their project managers practices coaching and coaching leadership style.

To make the study more current, I have collected some information from our staff in the company to see how is the coaching leadership style that being affected to their motivation of work. As a result, the team often asked follow-up questions and clarified response.

4. Results and Discussion

Base on the survey that I had with different employees I found that appreciation and rewards are key motivators that influence a person to achieve a desired goal. Rewarding good/ exceptional behavior with a small token of appreciation, certificate or letter can be a great motivator. If a certificate is awarded to a person, it should mention the particular act or the quality for which the individual is being rewarded.

However, Being a role model is also a key motivator that influences people in reaching their goals. A leader should set a good example to ensure his people to grow and achieve their goals effectively.

A meaningful and challenging job accomplished inculcates a sense of achievement among employees. The executive must make their employees feel they are performing an important work that is necessary for the organization's well-being and success. This motivational aspect drives them to fulfill goals.

Remember, "To become an efficient leader, you must be self-motivated". You must know your identity, your needs and you must have a strong urge to do anything to achieve your goals. Once you are self-motivated, only then you can motivate others to achieve their goals and to harmonize their personal goals with the common goals of the organization[7].

5. Conclusion

The productivity and success of the organizations depend on the understanding of the complex and multifaceted human factor and the creation of an appropriate working environment. It is very important to create employee productivity and job satisfaction by applying effective leadership styles, as well as to achieve organizational goals and effectiveness. At this point, the knowledge of leadership theories may help to interact better with employees and to activate more effective leadership processes. The paper has provided a comprehensive review on the literature, research and theoretical framework of leadership. The leadership approaches mentioned in this paper need to be fully understood in order to achieve individual and organizational effectiveness and efficiency. It is hoped that this work will serve as a resource for leadership researchers.

6. References

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