

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.
 - عدد صفحات البحث (لا تقل عن ثلاث صفحات ولا تزيد عن ستة صفحات).

Instructor's Name: **Dr. Sara Adel**

The Impact of leadership motivation skills on project success in NCC Organization

Introduction:

Leaders in organizations bear the utmost responsibility for ensuring the organization's sustainability. An unmotivated employee is the most avoidable but also the most deadly threat to business continuity. Motivation is a key leadership factor. It states that leadership is among other things, an opportunity to motivate people to help make the organizations in which they are part more successful and effective (*Elsaid, E., & Elsaid, A. M. 2012*). It is doubtful that leaders of an organization will succeed without being able to motivate followers (*Van Der Wagen, L. 2008*). Unmotivated staff may invest less on their jobs, leave the company if convenient, escape the workplace and perform low-quality work (*Amabile, T. M. 1993*).

Research question and Problem statement:

The key research question to be answered in this paper is as follows:

How can leadership and motivation comprehension, together with their characteristics, help solve employees' internal and external motivation to achieve a motivated employees?

Aims and objectives:

The aim of this paper is to provide a concise overview of the principles of leadership and motivation. The relationship between these two terms would then be revealed. The objective is to establish the key elements that make up the framework of motivation leadership skills, and then explain how these elements can be used to affect the multiple factors that define an employee's intrinsic and extrinsic motivation.

Literature Review and Conceptual framework:

Employees that are motivated are more active, according to *Pincus, J. (2020)*. To be successful, managers must first consider what motivates their workers. This is arguably

one of the most difficult managerial tasks. According to *Kamery, R. H. (2004)*, in today's rapidly evolving market environment, careful use of motivational reinforcement is important for management, and it is a must to keep ahead of competition. Motivation, according to *Robbins, S. P., et al., (2019)*, the motivation to do something depends on the need to fulfill a personal need of the action. *Ryan, R. M., & Deci, E. L. (2020)* take a different approach: Motivation is concerned with capacity, purpose, persistence, and transformation all aspects of activation and goal. Anyone who is activated toward a goal is called motivated. According to *Reiss, S. (2004)*, motivation is described as "reasons people have for initiating and practicing voluntary conduct." Motivation is a technique of modifying one's ability to expend effort; it should not be considered stagnant (*Kamery, R. H. 2004*).

Through these definitions, we can conclude that motivation refers to the ability of an individual to behave in a certain way is dynamic in that it changes over time. The intensity of motivation, as well as the direction in which it is directed, will differ. The motivation level refers to how a person is motivated, whereas motivation orientation refers to the motivation type and shows "why things are done."

Theories of motivation:

Motivational theories are intended to understand why individuals act the way they do. The theory of Maslow (1943) is one of the motivation theories most widely debated. He differentiates between the five fundamental needs, which are grouped in a hierarchy and linked. Fundamental needs range from basic to more complex ((lowest to highest) needs and are:

- Physiological needs
- Safety needs
- Love/belongingness needs
- Esteem needs
- Self-actualization

When a relatively well-satisfied need arises, the next 'higher' need evolves (*Colledge, R. 2002*). The analytical point of view of Maslow has been also considered as a basis to differentiate between intrinsic and extrinsic advantages, which are seen as extrinsic in lower order needs including physiological, safety and affection / love needs, and intrinsic in higher order need such as self-actualization needs and esteem needs. (*Guzzo, R. A. 1979*).

The motivation-hygiene theory is another well-known motivation theory. Motivators and hygiene-factors affect motivation of people. Motivators have constructive gratification, while hygiene considerations do not motivate if they are available, but demotivate if they are not (*Herzberg et al., (2011)*). Motivators are concerned with the job itself, while hygiene considerations are concerned with the environment (*Amabile, T. M. 1993*). Motivators are referred to as intrinsic factors, while hygiene factors are referred to as extrinsic factors.

Types of Motivators:

The field of organizational behavior is focused on human motivation at work. Motivation is often defined as intrinsic or extrinsic in the workplace and other settings. The distinction is whether individuals engage in actions for their own sake (intrinsic) or for the sake of others instrumental (extrinsic).

- **Intrinsic Motivation:**

Intrinsic motivation is the natural desire to seek out new experiences and opportunities, to develop and exercise one's abilities, to experiment, and to learn (*Ryan, R. M., & Deci, E.L. 2020*). Intrinsic motivation comes from inside the individual or from the action itself, and it is not driven or regulated by outside forces (*Deci, E. L., & Ryan, R. M. 1985*). An individual may focus on a job because not that he's/she's rewarded or disciplined for doing it, because he/she enjoys it. As a consequence, the optimal reward scheme is found in the job material, which must be satisfying and rewarding to the workers (*Osterloh, M., & Frey, B. S. 2000*). Intrinsic factors work motivation is mainly due to mission features such as role independence, ability range, role importance, task identity, and job input, according to both theory and observational research (*Houkes, I., Janssen, P. P., De Jonge,*

J., & Nijhuis, F. J. 2001). The link with Maslow's higher order needs can be rendered here.

- **Extrinsic Motivation:**

The motivation to take part in an effort to bring an end is known as extrinsic motivation. Extrinsically motivated people complete tasks because they feel that doing so would result in a positive outcome, such as a payout or the prevention of punishment (*Schunk, D. H., Meece, J. L., & Pintrich, P. R. 2013*). The source of motivation is external to the personality (external). A mission can be boring or uninteresting, but the external incentive may encourage the individual to complete it. Cash, a cheering audience, or a positive rating are all examples of external incentives.

Extrinsic motivation is opposed to intrinsic motivation, according to *Charms, R. D. (2013)*. There have been reported examples where people's extrinsic goals have been so ingrained that it's impossible to tell whether they're motivated by external or internal factors.

Methodology:

The focus of this study' research would be exploratory analysis. In such situation, intensive preliminary work is needed to become acquainted with the phenomenon in the scenario. The research questions will be answered using knowledge obtained from relevant literature on leadership and motivation. The key body of data will come from current scholarly journals, articles, and books on strategic management and behavioral research. The details relevant to the key research question, will be logically organized before being analyzed. The observations obtained from this study should aid in reaching conclusions that address the research issue that inspired the development of this proposal. It is possible that the understandings and experience acquired with these topics would spark new research hypotheses (empirical research).

Results and Discussion:

Motivational leadership skills and their core traits were identified in order to respond to the key problem statement. More research about the theory of motivation is needed to investigate how the leadership models relate to motivation. Intrinsic and extrinsic motivation are two types of motivation. Intrinsic inspiration stems from inside the person or from engaging in the behavior itself, so the activity's characteristics are crucial. Certain facets of the job, such as autonomy and input, are seen as crucial. On the other hand, extrinsic motivation is motivated by external factors such as incentives or the need to escape retribution. Extrinsically driven individuals are more concerned about the end result than with the mechanism that leads to the end result. It's important to remember that the distinction between motivation intrinsic and extrinsic is unclear, and that all forms of motivation will coexist in the same mission. The relationship between the two terms motivation and leadership was examined how much influence each leadership style has in resolving aspects of an employee's extrinsic and intrinsic motivation. Leadership style tends to have a mixed effect on motivation in particular, as well as a positive impact on extrinsic motivation. Transactional leadership and extrinsic motivation are a good match because they both rely on external factors and the current. Transformational leadership continues to have a profound effect on overall motivation, as well as a positive relationship with inherent motivation. This is due to the overlapping facets of both concepts, including the internal emphasis and commitment to the whole process rather than only the end result. The internally driven individual seeks the satisfaction and fulfillment that a transformational leader will bring. Leaders must feel it necessary, in order to enhance their effectiveness as a leader, they must examine their own leadership style, based on the findings of this study. Transactional or transformational styles are also possible. A successful leader's behavior can contribute to increasing the motivation of their subordinates. This research is mostly focused on exploratory studies. Leadership and motivation theory has aided understanding. A theoretical model for determining the optimum leadership style to motivation typology is developed based on this insight. Questionnaires may be used in future studies to identify leaders by style and subordinates by incentive typology. Then, with any potential match of leadership style with inspiration typology, objective analysis may demonstrate the impact on bottom-line figures in reality.

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