

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس 20-05-2021 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 Effects of Team Goals on Employee Performance

Introduction

Employees are an indispensable component in organizations, especially to fulfill organizational goals. Therefore, it is necessary that employees perform in a highly efficient and productive way. The role of leadership is critically important for achieving the performance of organizations. The role of leaders in ensuring excellent organizational performance cannot be over emphasized.

Motivation play an important role in promoting this goal and It is a matter of fact that the performance of employees is generally influenced by their motivation. Leaders have the task of achieving organizational goals by increasing the efficiency and effectiveness of their employees. That means that motivation is needed to make employees perform more effectively and efficiently because if the motivation of an employee is equal to zero, even the most talented worker will not be a supportive part of an organization. (Re'em, 2011, p. 9)

In my organization I will focus in one leader which he has Democratic Leadership Style and I discussed and agreed with him to use Motivation and determine the effects of team goals on employee's performance.

Literature Review

Since goal setting is considered a motivation theory (Locke & Latham, 1984), the bulk of the literature has studied goals in the context of employee performance and motivation (Latham & Locke, 1991; Locke & Latham, 1990; Locke & Latham, 2002). The essence of the theory is that people who set and stick to specific, challenging goals outperform those that set vague goals (i.e. do your best) or no goals at all (Locke & Latham, 1990). Thus, it is suggested that managers within the organization work with their employees and participate with them throughout the individual goal setting process. When using

this participatory approach to goal setting, employees feel a sense of value and that they are an important part of the organization while the subconscious forces them to take ownership of the goals, because they have participated in the development process (Ivancevich, 1976). While the literature shows that it is essential to engage employees to ensure that goals and objectives are achieved, considerable research has also been undertaken in ensuring that employees are properly trained in goal setting. If employees are to be involved in the process, they must understand how to set a specific and challenging goal that will encourage maximum performance (Latham & Kinne III, 1974). Locke and Latham (2002) highlighted this in an experiment in which they trained truck drivers to set targets effectively. After training, these truck drivers increased the number of logs loaded on their trucks from about 60 percent to 90 percent of the legal permissible weight. By teaching truck drivers the benefits of setting goals, how to set achievable goals, measuring their success, and making sure they have the tools to complete the goals, the company has been able to dramatically increase their productivity, resulting in more than a quarter of a million dollars saved in just nine months (Locke & Latham, 2002; Fried & Haynes Slowik, 2004).

Methodology

In this study we use Interviews to gather the data from employees side for goal setting, team goals, joint goal setting and employee performance and effects of employee participation in goal setting on employee performance. This method was used also to obtain information from leaders dealing with goal setting process at our organization. The personal interview is a face to face.

Results and Discussion

The results of this study were extracted from the objectives of the study, which are:

- a) To determine the effects of team goals on employee performance

- b) To assess the impact of setting common goals on employee performance.
- c) To determine the effects of employee participation in setting goals on employee performance at Kenya Seed Corporation.
- d) To examine strategies to enhance goal setting and their potential impact on employee performance.

With reference to these goals, the following results were obtained.

1) The effects of team goals on employee performance

The first objective of the study was to determine the effects of team goals on employee performance. The study found that employees agreed that team goals improved employee performance.

2) Effects of setting a common goal on employee performance

The second objective of the study was to find out the effects of common goal setting on employee performance. The study proved that setting common goals led to improved performance through its various characteristics such as employee participation, Create a favorable and motivating work environment.

3) The effects of employee participation in setting goals on employee performance

With regard to the effects of employee participation in goal setting on employees' performance, the results were that participation in goal setting improves service delivery, employee morale and easy achievement of company goals. These factors have the overall result of improving employee performance.

4) Strategies to enhance employee participation in goal setting.

The fourth objective of the study was to find out strategies to enhance employee participation in goal setting. The study found that understanding company strategy,

timely communication of performance goals, timely feedback, and full participation of employees in setting goals led to improved performance.

References

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