

The Impact of Transformational Leadership on Employee Performance in SMEs

Introduction

Leadership plays a crucial role in the success and goal achievement of organizations. With the rapid development of the business environment and increasing competition, it has become essential for companies to adopt modern and effective leadership styles that motivate employees and enhance their performance levels. Transformational leadership is considered one of the most prominent leadership styles that focus on developing individuals and encouraging them to achieve exceptional results that exceed expectations. This research aims to study the impact of transformational leadership on employee performance in small and medium enterprises (SMEs), given the significant role these companies play in the economy and the continuous challenges they face regarding efficiency and productivity.

Research Problem

Despite the importance of leadership in improving organizational performance, many small and medium enterprises do not pay sufficient attention to adopting modern leadership styles such as transformational leadership.

The research problem can be summarized in the following question:

"What is the impact of transformational leadership on employee performance in small and medium enterprises (SMEs)?"

Research Significance

The significance of this research stems from the following points:

- It highlights the effective role of transformational leadership in developing employee performance and increasing productivity.
- It contributes to raising awareness among managers of SMEs about the importance of adopting modern leadership styles to motivate employees.
- It provides practical recommendations that can help SMEs improve their work environment and enhance team performance.
- It adds to the Arabic and international academic literature in the field of leadership and human resource management in the SME sector.

References

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