

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 9 مساءً.
- ☐ الإجابة متاحة باللغة الإنجليزية أو اللغة العربية مع مراعاة أن تكون المصطلحات العلمية باللغة الإنجليزية.
- ☐ مع الالتزام بنموذج الجامعة ولن تقبل أي مستندات أخرى.pdf يتم تسليم المشروع في صيغة ملف
- ☐ طريقة Literature Review، دراسات علمية سابقة Introduction يجب مراعاة أقسام البحث الرئيسية (مقدمة، وان References، وأخيراً المراجع Results and Discussion، النتائج والمناقشة Methodology البحث، يتم إضافتها) Appendices كان هناك ملحقات
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THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS IN YOUR ORGANIZATION

"The best leader is the kind of leader that people hardly perceive. If people obey and praise him, then the leader will not be distinguished. When people hate him, he is the worst. When a leader speaks, he speaks very little, and when his leader speaks, he is the best leader. The work has been completed and his goal has been achieved, and they will all say that we did it by ourselves.

"Chinese philosopher Larus"

ABSTRACT

The literature on project success mainly focuses on identifying and analyzing success criteria and critical success factors. The success criterion is used to evaluate the success of the project, and the key success factor is the factor that maximizes potential. Used to achieve project success. However, although the researchers stressed the importance of these interrelationships, they seldom analyzed the interrelationships between them. The purpose of this research is to define a leadership style that project managers can use to achieve maximum project success. From a success criteria perspective, the lack of an analysis of the relationship between key success factors and success criteria to analyze project success. The results are taken from a quality study conducted by the subsidiaries of several multinational companies in the Scandinavian countries.

1. Introduction

To justify its existence, today's organizations face many challenges. Some of these challenges include maintaining competitiveness; growth and sustainability of shareholder value. No matter what these goals are, these organizations will participate in and implement numerous plans to achieve their goals. To achieve these goals, organizations often face the

challenge of finding the right skills and leadership to deliver the desired results. For example, among today's mobile telecommunications companies, South Africa provides urban areas with modern and efficient facilities, including cellular and Internet services. Twenty years ago, South Africa's telecommunications network introduced the world of cellular communications. Today, the cellular industry continues to grow, and its power is providing improved technology every day. Currently, five cellular providers form part of this competition industry.

According to (Adair, 2005: 12), leadership is defined as the ability to make decisions, to be energetic, and to have a sense of responsibility. Confidence; and pride in command; however, Daft (Daft, 2007: 4) defines leadership as an influential relationship between leaders and followers who intend to truly reflect Changes and results of their common purpose.

Burke (2007: 28) believes that without dynamic leadership, the project team responsible for achieving organizational goals is like a ship without a rudder.

A ship without a rudder is defined as moving without direction.

Summers (2009: 126) pointed out that the goal of leadership should be to ensure that people and equipment are improved, and to raise quality standards to ensure a large number of deliveries; And bring pride of workmanship to mankind.

Yudelowitz, Koch, and Field (2002: 2) assume that leadership is a quality, a culture, a role, a mindset, and a set of actions. Leadership contains everything necessary to initiate constructive change.

2. Literature Review and Conceptual framework

Long and Ismail (2009) investigated the interaction between demographic variables of HR practitioners and HR competencies in Malaysian manufacturing firms. According to the results, personal integrity and HR delivery are the top two HR competencies. This is one of the most significant obstacles to overcome if local HR professionals want to become strategic allies in their organizations.

The project manager is an important element in HR preparation that contributes to project performance. This paper has attempted to identify the influences associated with the project manager's leadership style that has a significant effect on project performance. The definition of "sustainable development" stresses the need to build cooperative structures.

Organizations have historically used human resource planning to ensure that the right employee is in the right position at the right time. People with the necessary qualifications are needed in all countries for environmental threat management and sustainable growth. Rising environmental uncertainty, population trends, technological advances, and increased international competitiveness are altering the need for and essence of human resource planning in leading organizations.

Leadership is an important role of all small businesses and other industrial ventures. The position of leadership has had a significant impact on some industrial ventures. The decision to shift leadership is hit or miss in some cases, but in the majority of cases, the project team's success can be improved by effective leadership. The assumption that leaders will affect project success and morale is so widespread that very little study and opinion exists on the topic. The view of the former leader is used to predict subsequent successions. Staff and managers regard their performance as heroic.

3. Methodology

3.1. Data Collection

Antonakis, Avolio, and Sivasubramaniam developed the leadership questionnaire (2003). The questionnaire was circulated to top topic specialists and sections such as architecture, geography, the environment, institutional advancement, and so on. The machine interpreted the completed questionnaire and visualized it graphically and tabulated it. It was analyzed using the Statistical Package for the Social Sciences (SPSS-16), which allowed for a thorough understanding of the organizations' HR systems. The study's sample consists of 70 workers from four major consultancies in Lahore, Pakistan.

3.2. Data Analysis and Results

Data on various success influencing parameters, including leadership, were analyzed. To explain the findings, data were also analyzed using frequency analysis. The results were obtained by using a predictive tool and frequency analysis tables. It reveals that 63.7 percent of all workers believe their boss is incapable of handling a stressful situation. The Pearson correlation coefficient between a leader's motivation for subordinates and his or her working style is .486.000. There is an important relationship between employee team motivation and the leader motivation. about employers According to the report, when a chief motivates his staff and employees. their self-motivation to work on.

4. Results and Discussion

Leadership Human Resource (HR) planning has a direct effect on project success. These factors are often linked to project success constructively. By listing the HR preparation for project results, the variables were operationalized. The questions in the questionnaires were focused on HR considerations Planning, maturity level, and how they affected adoption based on the essence of the project under review (Rodrigues & Bowers, 1996). The findings indicate that the factors of human resource planning have a favorable and important effect on the project's results.

The theory was tested against observational findings concerning the independent and dependent variables under investigation.

showed that the theory was acceptable. However, the study's findings showed that certain HR considerations.

Planning had a positive impact on project success. Managers should concentrate on operational considerations during Since they have a direct effect on project success, project preparation is important organized to achieve this aim, and the most important thing is preparation to achieve this goal about these factors' efficiency (Berson & Avolio, 2004).

The study demonstrates that the project has its preparation for each step/stage, particularly in the case of human resources, which are critical natural resources. However, the findings reveal that the majority of programs struggle to meet this target due to management's lack of commitment to leadership, executive preparation, and pay levels. This research is useful for understanding the impact of human resources on project success, especially the execution of these planning factors.

According to the findings of the research report, leadership is critical in providing guidelines to its workers, handling them effectively, and working with them to understand their job nature and solve their problems. Arrange preparation for them to help them understand the job, meet mission milestones, and learn about new techniques and technologies used at work (Jing & Avery, 2011). Employee success is specifically affected by compensation, which provides them with bonuses and financial rewards based on their performance.

The leader's capabilities can help to improve his or her leadership. He or she should be constructive with his or her job. The leader must be able to inspire his or her workers, which is only possible if he or she is trained and experienced. The project leader can lead from the front, handle the team efficiently, and play an important role in the project's progress. He should strive to construct a pleasant working atmosphere and assist his workers in completing their tasks. The leader should be responsible for analyzing the situation and developing a concrete strategy to address issues that arise during the process.

References

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