

Everyone's Smart University

Project (Spring 2021)

Student Name	أحمد عبد الحميد ينبعاوي	اسم الطالب
Students I.D	2021203089	الرقم الجامعي

Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

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 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 RESPONSIBILITY SKILLS of LEADERSHIP on Saudi Company : Case Study

1.0 Introduction:

Different definitions for the Leadership, one of them Leadership is the art of responsibility of the manager on the organization and his act to achieve a common goal. In a business setting, this can mean directing workers and colleagues with a strategy to meet the company's needs. Other definition, Leadership is the potential to influence behavior of others. It is also defined as the capacity to influence a group towards the realization of a goal. One of the skills that affect all the company and required by all the Companies is the Responsibility of the Leadership.

Responsibility cover different activity such as: moral, legal, reliability and accountability. And here on the study we will go through the skills of Responsibilities and the affect of these skills with different style of leadership

2.0 Literature Review and Conceptual framework:

As we know different style affect the leaderships and the performance of the organization. And one of the study on influences the organizational performance on different employees, detect that leadership and their skills affect on the performance of the Company (Ebrahim, 2018G).

2.1 Transformational Leadership Behavior

Leadership is one complex term and the responsibility is part of his leadership. Leaders demonstrate the responsibilities for the followers and it's appear during the Employees involvement during their activity (AREF, 2020). And as result of the responsibility will be the performance impact of the organization

2.2 Democratic Leadership Behavior

The leadership style management determine the level of the responsibility and how is the team act either on positive or negative way and it seem that the level of responsibility is vary from the level of the team and their contribution. And addition to that, how much the employees engagement on the decision and here show all the responsibility of the project will be affect the

organization if the Team not acting on the proper way and that can affect the performance of the organization

2.3 Laissez-faire Leadership Behavior

The meaning of this Laissez – faire is (let them do as I do) , and as we noticed it's part of our life to follow all the responsible manpower and that appear on the Saudi Company . all the employees follow and get their impact according to the Leadership style . Such leadership style is effective in creative job and active monitoring of performance and responsibility lead the organization to success and measure the KPI of the employees after review their attituded direction

2.4 Charismatic Leadership Behavior

One of the most leadership achievable regarding the responsibilities . this style of leadership is consider effective because of success of the project with high linked between team leader and the manpower

3.0 Methodology:-

Different research shows the quantitative approach and accurate data in questioner and after that the study follow with validity and reliability of the information that filled on the questioner and as we study the relation of each skills and leadership and the major output is the organizational performance as the target of Ma'aden (AREF, 2020).

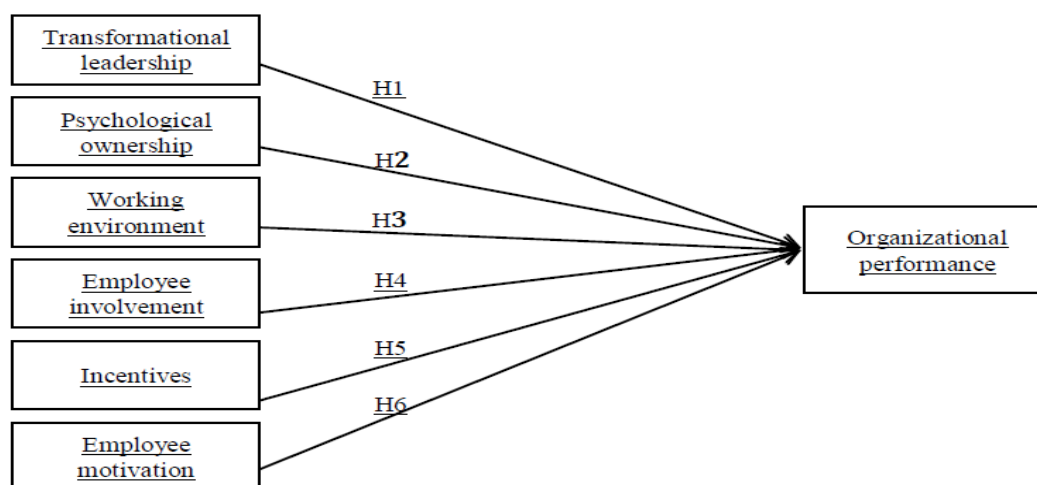


Figure 1: A Proposed Conceptual Framework.

4.0 Results and Discussion

Why I select this subject ? to show that the important of the Responsibility skills will lead to the Performance and as we have to understand all of us the Final Result for the Organization and the KPI measurement appear on the Performance of the company

What is the Meaning of the Responsibility ? it's combination from all the different skills (Motivation / Integrity / Trust / Team Work / Team Building / Team Achievement)

Responsibility is the skills that all the company looking for it. And here with this discussion and result from different study and evaluated the effective of the Leadership skills (responsibility) shows that each of charisma of the leadership reflected on the company performance the performance (**Ben Pernarad, 2013**) .

On my opinion , all the leadership style lead to create the responsibility of the organization on different way and the organization prefer always the Charismatic And the reasons for that selection appear with achievement comparing to other Leadership styles

References

1. <https://www.insightssuccess.com/8-most-effective-leadership-styles-for-organizational-success/>
2. The Effect of Transformational Leadership Behavior on Organizational Performance in Gold Industry of Saudi Arabia , (JPMNT) Journal of Process Management – New Technologies International Aref, Vol. 8, No3, 2020
3. Effective of Leadership Style on Organizational Performance in Small and Medium Scale Enterprises (SMEs) in Nigeria , European Journal of Business and Management , ISSN 2222-1905-2839, VOL.5.NO23, 2013 (Ben Pernarad, 2013)
4. Impact of Leadership Style on Organizational Performance , 2018 Ebrahim, 2018G