

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**

Introduction:

Leadership is one of the key determinants associated with the success and failure of any organization. Leadership style is the way people are directed and motivated by a leader to achieve organizational goals. Administration alludes to capacity of one individual to impact others and to change their conduct towards accomplishing a common objective.

As a rule, initiative includes:

- Being ready to inspire and coordinate others.
- Taking obligation regarding the heading and activities of a group.
- Setting targets.
- Organizing and rousing others.
- Taking the initiative.
- Persevering when things are not working out.
- Taking an inspirational state of mind to disappointment/disappointment.
- Accepting obligation regarding botches/wrong choices.
- Being adaptable: arranged to adjust objectives in the light of evolving circumstances [1].

There are various initiative styles which pioneers follow in any expert association, contingent upon the division and circumstance. A decent pioneer will utilize an assortment of styles of initiative as per the circumstance while awful pioneers tend to fall into only one style. By and by, most pioneers use both undertaking focused and individuals arranged styles of administration. E.g. a fire officer managing a genuine flame should be definitive, settling on immediate arrangements and woofing out summons, yet when preparing staff, a participative style will be more viable. Truth be told, picking the right style, at the perfect time in the right circumstance is a key component of pioneer viability [2].

This project outlines how the leadership skills will address current business concerns, the benefits of the project, and justification of the project. The project also discusses detailed leadership styles and the Impact of Leadership Styles on Employee Motivation and Commitment

Literature Review and Conceptual framework:

The role of leadership in an organization is crucial in terms of creating a vision, mission, determination and establishment of objectives, designing strategies, policies, and methods to achieve the organizational objectives effectively and efficiently along with directing and coordinating the efforts and organizational activities (Xu & Wang, 2008). Top quality leadership is essential to achieve the mission and vision along with coping with the changes occurring in the external environment.^[4] In current time, many companies are facing problems related to unethical practices, high labor turnover, poor financial performance, etc. This may be due to the lack of effective leadership. The main aim of many companies is to accomplish its stated objectives; hence, there is a need of effective leaders for coordinating and motivating the employees (Vigoda-Gadot, 2012). Unfortunately, some companies do not take account of the leadership style adopted by their managers. Based on this premise, the present study aims to explore the relationship between leadership style and organizational performance.

Leadership style is viewed as a combination of different characteristics, traits and behaviors that are used by leaders for interacting with their subordinates. (Mitonga-Monga & Coetzee, 2012)^[5]. Mitonga Monga and Coetzee (2012) consider leadership as the pattern associated with managerial behavior, which is designed to integrate the organizational or personal interest and effects for achieving particular objectives. also postulated that leadership style can be defined as the kind of relationship that is used by an individual so as to make people work together for a common goal or objective. According to modern leadership styles, leadership styles can be categorized as follows: (1) transformational leadership style, (2) transactional leadership style, (3) culture-based leadership, (4) charismatic leadership, and (5) visionary leadership.^[3]

Methodology:

This study is designed to assess the impact of leadership styles on an employee commitment and by motivation, with reference to demographics like age, education,

marital status, occupational status, income, length of service, gender and career progression. In this study the independent variable would be Leadership Style, at the levels of transformational, transactional, and laissez-faire. The dependent variables would be employee Motivation and Commitment, with levels of commitment being normative, continuance and affective. The selected organizations have long recognized human capital as a competitive advantage. Thus, for the organizational vision to become a reality, its leadership relies on employees to execute strategic objectives. The employees' knowledge, experience, skills, expertise, the ability to collectively innovate and their decision-making processes is key to the growth. Despite the importance of the subjects of leadership and employee commitment and motivation, the researcher did not find any study that determined the relationship between these variables in the corporate setting. Therefore, the researcher focused on these three areas – leadership styles, employee commitment, employee motivation. The research also investigated the relationship between these variables and determined the effects of 115 selected demographic variables upon the levels of commitment and the levels of motivation.

Results and Discussion:

The results of the study would equip the organizational leadership to determine which styles to adopt so that the employees are more committed and motivated and hence have a much better engagement and connect with the organization. Adoption of the appropriate style will help induce trust and loyalty for the organization. This, in turn, will help organizations deal better with the challenge of employee retention in the fast-growing corporate world. The results of the study clearly revealed that transformational leadership style significantly impacts Employee Motivation. Even transactional style does, but transformational style is more effective in comparison. Laissez-faire style, as in case of commitment, has a negative relationship with motivation. Found a positive relationship between contingent reward and follower motivation, however negative relationship was found between Management by exception (passive) with follower motivation and also shows the negative relationship between laissez-faire leadership with follower motivation. Barbuto (2005) researched

on “Motivation and Transactional, Charismatic, and Transformational Leadership” and analyzed data from 186 leaders and their 759 raters. Transactional leadership (contingent reward, Management by Exception (active) and Management by Exception (passive) have significant and positive relationship with intrinsic motivation. Relationship of Transactional leadership and its components like contingent reward, Management by exception active and management by exception passive have significant and positive relationship with Extrinsic motivation. Webb (2003) conducted a study on Presidents’ Leadership Behaviors Associated with Followers” and found that Laissez fair leadership has significant and negative relationship with motivation toward extra effort. Centre for Promoting Ideas, USA www.ijbssnet.com In general, Indian employees are motivated by social rewards, self-actualization needs, compensation, and improved working conditions. “It is exceedingly important for a leader of any organization to communicate his or her vision constantly to ensure that there is no doubt about the direction a team is heading,” says Ken Blanchard, renowned management coach. As the study indicates, for leaders to succeed in today’s fast changing business environment, it is recommended that they adopt a transformational leadership style rather than transactional or laissez-faire styles to enhance employees’ motivation consistently and efficiently, which will in turn generate higher quality performance on the employees’ part and boost business performance. The leaders should avoid any laissez-faire behavior and spend time coaching, paying attention to employees’ abilities and needs, help them develop their talent, and provide a supportive environment. This would help achieve higher performance standard within the organization. They should also enhance their knowledge about how their leading style influences their employees. They should select the style best suited to the organizational goals and employees’ needs and desires. To ensure higher employee performance, they should act as ethical role models and be accepted as such. Another issue raised by the survey is that the leaders should encourage employees to push the bar and challenge themselves with roles which utilize their full potential, talent and creativity. This would align employees to the organizational vision and make them more confident and eager to perform the allocated tasks.

References:

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