

Final Project – Assignment #1 & Assignment #2

Faculty of Management – Midocean University

Research Title:

The Effect of Role Clarity on Work Efficiency among Employees in Saudi Service Organizations

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Chapter 1: Introduction

1.1 Research Introduction

The service sector plays a vital role in the economic development of Saudi Arabia. Employee efficiency has become a strategic priority for organizations seeking competitive advantage. Role clarity enables employees to understand expectations, responsibilities, and performance standards.

1.2 Research Problem

Many employees in Saudi service organizations experience unclear job roles, which negatively affect efficiency and productivity.

1.3 Research Significance

This study contributes academically and practically by examining the effect of role clarity on work efficiency.

1.4 Research Questions

1. What is the level of role clarity?
2. What is the level of work efficiency?
3. Does role clarity affect work efficiency?

1.5 Research Objectives

To examine the impact of role clarity on work efficiency.

1.6 Research Hypotheses

H1: Role clarity has a significant positive effect on work efficiency.

1.7 Research Model

Role Clarity → Work Efficiency

1.8 Scope of the Study

The study focuses on employees in Saudi service organizations during 2025.

1.9 Project Structure

The project includes introduction, literature review, research methodology, analysis, and conclusion.

Chapter 2: Literature Review

Previous studies indicate that role clarity improves employee performance and reduces work-related stress, leading to higher work efficiency.

Chapter 3: Research Methodology

This chapter explains the research design, population, sampling method, data collection, and analysis techniques.

3.2 Operational Definitions

Variable	Operational Definition
Role Clarity	Understanding of job responsibilities and expectations
Work Efficiency	Ability to complete tasks accurately and on time

References

Robbins, S. P., & Judge, T. A. (2017). Organizational Behavior.

Kahn et al. (1964). Organizational Stress.

Appendix A: Questionnaire

Role Clarity and Work Efficiency items measured using a five-point Likert scale.

Appendix B: Table of Research Instruments

Variable	No. of Items	Scale
Role Clarity	5	5-point Likert
Work Efficiency	5	5-point Likert