

Final Project 1

Code: MGM 496-PMG496

The Impact of Administrative Leadership on Employee Performance

Faculty of Management
Midocean University

The Impact of Administrative Leadership on Employee Performance

Marwan Alhushaybari

.....

Graduation Project – 1

Faculty of Management - Midocean University

Supervisor

Dr.

Faculty member- Faculty of management- Midocean University

27.02.2026 – First Trimester 2026

Table of Contents

1. Chapter 1: Introduction	3
1.1. Research Background.....	4
1.2. Research Problem.....	5
1.2.1. Theoretical Gaps	5
1.2.2. Practical Gaps	5
1.3. Research Significance	5
1.3.1. At the theoretical level	5
1.3.2. At the practical level	5
1.4. Research Questions	6
1.5. Research Objectives	6
1.6. Research Hypotheses.....	6
1.7. Research Model.....	6
1.8. Research Methodology.....	7
1.9. Scope of The Study	7
1.10. The Suggested Project Structure.....	7
2. Chapter 2: Literature Review	8
2.1. Introduction	9
2.2. The independent variable	9
2.3. The dependent variable	9
2.4. The relationship between the independent and the dependent variables	9
2.5. Conclusion.....	10
References.....	10

1. Chapter 1: Introduction

1.1. Research Background

Administrative leadership plays a vital role in achieving organizational effectiveness and ensuring sustainable performance. In today's dynamic and competitive business environment, organizations are increasingly required to adapt quickly to changes, manage human resources efficiently, and maintain high levels of employee performance. Administrative leadership is considered one of the most influential factors in shaping employees' attitudes, behaviors, and productivity within organizations.

Effective administrative leaders are not only responsible for planning, organizing, and controlling organizational activities, but also for motivating employees, enhancing communication, and creating a positive work environment. Leadership styles such as transformational, transactional, and participative leadership have been widely discussed in management literature due to their significant impact on employee performance and organizational outcomes.

Despite the growing importance of leadership in modern organizations, many institutions still suffer from weak administrative leadership practices, which negatively affect employee motivation, job satisfaction, and overall performance. Therefore, studying administrative leadership and its impact on employee performance has become essential to understand how leadership practices can contribute to organizational success.

This study focuses on examining the role of administrative leadership in improving employee performance by analyzing

leadership behaviors, decision-making processes, and their influence on employees' productivity and effectiveness in the workplace.

1.2. Research Problem

Although administrative leadership is recognized as a key driver of organizational success, many organizations continue to experience low employee performance, weak motivation, and

ineffective leadership practices. This indicates a gap between leadership theories and their practical application in organizations.

1.2.1. Theoretical Gaps

Previous studies have addressed leadership styles and employee performance separately; however, limited research has focused specifically on administrative leadership as an integrated managerial function and its direct impact on employee performance, particularly in developing organizational contexts.

1.2.2. Practical Gaps

In practice, many managers lack sufficient leadership skills required to motivate employees and improve performance. Organizations often emphasize administrative control rather than leadership effectiveness, which results in reduced employee engagement and productivity.

Main Research Question:

What is the impact of administrative leadership on employee performance?

1.3. Research Significance

In this section, the student should clarify the importance of the study at the theoretical level, and the empirical level

1.3.1. At the theoretical level

This study contributes to management and leadership literature by providing a deeper understanding of administrative leadership and its role in enhancing employee performance. It helps bridge the gap between leadership theories and practical organizational performance.

1.3.2. At the practical level

The findings of this study can assist managers and decision-makers in adopting effective administrative leadership practices that enhance employee performance, improve motivation, and support organizational success.

1.4. Research Questions

1.5. Research Objectives

1.6. Research Hypotheses

1.7. Research Model

1.8. Research Methodology

1.9. Scope of The Study

1.10. The Suggested Project Structure

2.Chapter 2: Literature Review

2.1. Introduction

Brief introduction for the chapter

2.2. The independent variable

2.3. The dependent variable

2.4. The relationship between the independent and the dependent variables

2.5. Conclusion

References

- Northouse, P. G. (2021). Leadership: Theory and Practice. Sage Publications.
- Robbins, S. P., & Coulter, M. (2020). Management. Pearson Education.
- Yukl, G. (2019). Leadership in Organizations. Pearson Education.
- Armstrong, M. (2020). Human Resource Management Practice. Kogan Page.

