

Everyone's Smart University

Project (Spring 2021)

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

PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس ٢٠-٠٥-٢٠٢١ 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 ١٢.
 - 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 LEADERSHIP SKILLS ON PROJECT SUCCESS IN **YOUR ORGANIZATION**: A CASE OF YOUR OWN.

Different leadership styles are the key factor in the success of any project. Project Leaders are responsible and accountable for the success/failure of the project. There are numerous responsibilities that are assigned to a Project Leader during the leadership journey.

YOUR MISSION:

Your research/project must provide an overview of information and knowledge in a corporate environment with an underlying theme of **defining leadership styles within applying the hard and soft skills** for that style needed by the leader to ensure successful project delivery in your organization. (You are required to demonstrate your understanding of the relevant body of works to real-life business research).

Choose one only of the following project leadership skills using the tools that we learned during the project leadership course; starting from identifying and assess the case till executing the project.

- Prioritization (Using tools for Estimation – Scheduling – Tracking – prioritizing stakeholders).
- Team management (Using Team structures – Team development stages – Team needs).
- Embracing Accountability (Using RASCI)
- Conflict resolution (Using the Thomas-Kilmann conflict mode instrument).
- Motivation (Using one theory of motivation – Types of motivators).
- Communication in the project.
- Influencing (Using different sources of LEADER POWER).

What you have to do:

Your project task requires the preparation of a full project proposal that should contain the following components:

- **Introduction:** A detailed statement of the problem, research aim, and objectives that you would like to investigate and discuss. **(2 points)**

- **Literature Review and Conceptual framework:** An analysis of the literature relevant to the research topic that will give you the conceptual basis for conducting your research from the previous studies. **(2 points)**
- **Methodology:** Based on the conceptual framework, research aim(s), and objectives, you need to provide a detailed description of the data collection tools, data sources. **(2 points)**
- **Results and Discussion:** Description about the main findings of a research, outline your thoughts to defend your research and to emphasize the significance of it. **(4 points)**
- **References:** Lists all the resources you've used in your project, and your refereed journal articles as well. **(2 points)**
- **Appendices (If it is available in your study):** Any supplementary material you need to add. (Optional)

[Write the names of the chapters/sections of your research/ project and briefly discuss what you will write in those chapters/sections] .

Best of luck...

Dr. Sara Adel

تأثير مهارات القيادة على نجاح المشروع في مؤسستك: حالة عملية خاصة بالطالب.

أساليب القيادة المختلفة هي العامل الرئيسي في نجاح أي مشروع. قادة المشروع مسؤولون عن نجاح / فشل المشروع. وهناك العديد من المسؤوليات الموكلة لقائد المشروع خلال رحلة القيادة.

مهمتك:

يجب أن يوفر بحثك لمحة عامة عن المعلومات والمعرفة في بيئة المؤسسة الخاصة بك وهي موضع الدراسة مع تحديد أنماط القيادة في إطار تطبيق المهارات الخاصة بالقائد والمناسبة لهذا النمط الذي يحتاجه القائد لضمان تسليم مشروع ناجح في المؤسسة. (أنت مطالب بإثبات فهمك لما تم دراسته وتطبيقه بالأبحاث الواقعية في مؤسستك).

اختر واحدة فقط من مهارات قيادة المشروع التالية باستخدام الأدوات التي تعلمناها خلال مقرر القيادة في المشاريع.

- Prioritization (Estimation – Scheduling – Tracking – prioritizing stakeholders).
- Team management (Team structures – Team development stages – Team needs).
- Embracing Accountability (RASCI)
- Conflict resolution (The Thomas-Kilmann conflict mode instrument).
- Motivation (Using one theory of motivation – Types of motivators).
- Communication in the project.
- Influencing (Using different source of power).

ما عليك القيام به:

تتطلب مهمة مشروعك إعداد مقترح مشروع كامل يجب أن يحتوي على المكونات التالية:

- **مقدمة:** بيان تفصيلي للمشكلة محل الدراسة، تحديد هدف البحث والأهداف التي ترغب في التحقيق فيها ومناقشتها من خلاله.
- **دراسات علمية سابقة:** تحليل الأدبيات والدراسات السابقة ذات الصلة بموضوع البحث والتي ستساعدك في مجال الدراسة لإجراء هذا البحث.
- **المنهجية وطريقة البحث:** بناءً على أهداف البحث، تحتاج إلى تقديم وصف تفصيلي لأساليب وأدوات جمع البيانات ومصادر البيانات والأساليب / الأدوات التي ستستخدمها.
- **النتائج ووصف المناقشة حول النتائج الرئيسية للبحث:** شرح مفصل للمشكلة محل الدراسة.
- **المراجع:** تسرد جميع المصادر التي استخدمتها في مشروعك، ومنها مقالات المجلات المحكمة أو المواقع المستخدمة للبحث.
- **الملحقات** (إذا كانت متوفرة في دراستك): أي مواد تكميلية تحتاج إلى إضافتها. (خيارية).

{اكتب أسماء فصول وأقسام (البحث / المشروع) الخاص بك، وناقش بإيجاز ما ستكتبه في كل قسم}.

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

Research title: A study of the influence of leadership relationship on the performance of employees in the organization

Introduction

Leadership is the leader's ability to influence subordinates and guide them in order to prepare him to gain and gain their obedience and respect, and to spread the spirit of cooperation among them in order to achieve a specific goal.

Also leadership is the ability to encourage and stimulate the interest of a group of individuals to unleash their energies, efforts and abilities towards achieving the intended and desired goals with enthusiasm and effectiveness.

Leadership is a positive activity carried out by a person who has leadership traits and characteristics to supervise a group of employees to achieve clear goals by means of influence or use of authority to the appropriate extent in case of necessity or impossibility.

Leadership in the general concept is the ability to influence individuals to complete the goals of the group, also leadership is to support individuals to reach goals by directing and guiding them, lighting their way towards achieving the goal, solving problems facing them, transferring past experiences to them, and building bridges of cooperation .between the leader and individuals to implement and achieve their goals

Also, leadership is the ability to influence the performance of team members that enables the leader to guide and direct them in the correct direction to achieve the .agreed goals in light of good human relations between the leader and his followers

In light of my study of leadership and the multiplicity of leadership styles, the real •
criterion for a leader is influence. The leader who has influential power is an essential and effective element as quality in the organization is indispensable, which has impact and effectiveness on the organization in general and the

workers in particular, as he is the first supporter to build a strong and cohesive team to achieve the goals By provoking and directing their behavior and increasing their motivation to accomplish those tasks and reach the goals, influence is considered one of the most important strengths of leaders, but the effect may differ from one leader to another according to the leadership style that he follows with his subordinates. Some of them affect the performance of .workers positively and some of them affect negatively

There is a multiplicity of types of leaders and their styles in the organization, and • here I will address prominent leaders in the organization with different styles of leadership

The General Manager: He follows in his leadership the autocratic style, as he • works to make decisions and gives orders to the workers and expects them to implement them as soon as they give their orders without taking their opinions into account, nor even he listens to their suggestions and complaints and does .not pay attention to solving the workers 'problems

Administration Director: She follows in her leadership the transformational • leadership style, as she has a wonderful style in dealing with workers as she always seeks to develop their skills and motivate them to innovate, is able to spread the spirit of optimism in the souls of the workers. She has a tremendous ability to change herself and those around her from the workers and the .organization as a whole in pursuit. To achieve the goals in the best way

Financial Manager: In his leadership, he follows the pattern of coherent • subordinate leadership, a friendly, harmonious leader who seeks to create an atmosphere of intimacy, affection and communication between him and the employees, as he always tells them that in this institution they have become one family and what affects one of them may affect them all with the intention of instilling bonds of familiarity between them. Continuously communicating with everyone, he has the ability to raise the morale of workers, build their confidence, and resolve disputes in a friendly manner that reaches the satisfaction of all parties

Each leadership style has an impact on the performance of the employees in the organization, in light of the skill of influence, I will talk briefly about the effectiveness of the skill of influencing the leadership of the leaders of the organization on the performance of employees and the power of influence from different sources of power against the style of each leader

Autocratic Leader: He takes his position and position as a weapon for the authority, as he takes his authority as a tool of control over workers and with it he exerts a method of pressure on them and forcing them to complete work. The pressure and stress at work and the domination and power that it exerts on them on the other hand, this method has an effect on the performance of the employees because in most cases it leads to a lack of innovative solutions and frustration of the workers, which leads to the loss of the motivation to complete the work in the event that criticism is directed from the leader constantly to them.

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The source of strength: coercion, compulsion and pressure The source of this power is fear, as this power relates to a person's prediction that his inaction or intransigence in performing the work assigned to him will make him liable to a .penalty, whether materially or morally, by his commander

Transformational leader: The transformational leader affects the performance of workers positively, as he has qualities and characteristics that accrue to workers with motivation and inspiration, and giving workers the opportunity to communicate and express greatly develops their creativity and makes them feel the mission and confidence and their ability to see their clearly defined goals and .reach them

Source of Power: Reward and Reward This is the power of the ability to give and present a reward to make workers follow a specific behavior, whether it is a material reward such as an increase in the salary or a moral such as praise and .praise or giving a day off

The monolithic leader: the monolithic leader positively affects communication between workers and builds strong emotional bonds between them. This is fruitful in the performance of workers as they share ideas and inspirations and make relations between workers flexible and also has an impact in resolving .conflicts

The source of strength: a reference, the strength of effective mutual communication and his interest in workers around the framework of human relations has an effect on spreading trust and respect among them, much like the .influence of family members who give trust and intimacy among them

:Target

This study aims to reveal the extent of the effectiveness of leadership influence .skill on the performance of employees in the organization

Does the skill of influencing leadership affect the performance of employees or not?

How do different styles of leadership affect employee performance?

the study Problem

In light of development and increasing interest in knowing more theories of leadership styles that vary in their effectiveness and impact on the performance of workers and achieving common goals, it has become necessary to understand these patterns, study them and explain their types more broadly to know the extent of their impact on the organizational performance of workers and which is better and more positive to improve the level of employee behavior and raise Their performance level.

Previous scientific studies:

There are several studies that talked about leadership styles and leadership skills, and from here I will deal with some studies about the above-mentioned :styles and the skill of influencing these styles

The study (Hanson, 2012), leadership is one of the things of correction, as well as communication and motivation. Leadership has also been defined as a process of correction and the effectiveness of the influence of leaders on their followers to motivate and encourage them to take a positive step towards .achieving goals

Study the autocratic style:

Ahmed Suleiman Abdel-Moneim (2015-2018) The study was about identifying the nature of the relationship between the influence of the prevailing leadership styles and the level of performance of workers in five-star hotels. The study concluded that the leader with an autocratic style revolves around one axis, which is the suppression and subjection of all matters of the organization to his authority (making decisions Or solving problems or identifying alternatives) without returning to take the opinion of the employees and depends on the official authority granted to the system or the agency that authorizes it to impose a penalty or grant rewards without paying attention to the progress and growth of personal relations with the subordinates and the result is that the autocratic leadership may negatively affect the performance of workers as a result of .pressure and coercion And frequent criticism

This study actually agrees with the style of the director general of the institution where his autocratic leadership had a great impact on the frustration of the workers in the institution, which led to unwanted reactions by the decline of work and the withdrawal of some workers from work in the institution as a result of their acquiescence to what they were not able to perform and bear a burden that .exceeds hours Daily work in the Saudi labor law

Transformational style study:

The study of Khamisi Mihoubi (2015) on the topic of the role of transformational leadership in the performance of the employees that allocated to the Foundation of Colored Threads and the unit of Filba Brika, the aim of the study is to know the

dimension of the effect and effectiveness of the transformational leadership style on the degree of proficiency and performance of the employees of the institution under study, the study concluded that there is a direct relationship between the effect of Transformational leadership and employee performance in the organization and that there is a positive relationship between them

This really applies to the director of administration in the organization, as she provides reward and appreciation to workers for good work, which increases their motivation to perform work and tasks in the right way, and there was a strong correlation between the influence of her positive leadership style and the performance of employees in the organization

References

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