

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس 2021-05-20 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**

laissez faire



1- Introduction

During the period of study for this semester, especially in the leadership course, the laissez-faire style of leadership was attracted me from the beginning. This style, I see as one of the finest styles in the art of leadership and management, and it has been said in its definition that it is “a philosophy or practice characterized by a usually deliberate abstention from direction or interference, especially with individual freedom of choice and action”¹.

This paper will discuss this type of leadership, and specifically, its most important features, which are the hand-off approach.

The difficulty that we face in this leadership style is that it is not possible to rely on bad or unqualified team members, and this requires more effort in searching for employees who are qualified to work in the organization and achieve its goals. and we will try to remove the negative characteristic that accompanies this style of leadership.

2- Literature Review:

- Impact of Laissez-Faire Leadership “2”

“Leadership is the spine of any company (Ahmad & Ejaz, 2019). “Motivation is company’s life-blood” (Sougui et al., 2016, p.59). Yukl (1998) defines leadership as a process of influencing followers. Though it is one of the most researched social phenomena, it is still not unknown due to its complexity (Fisher, 1985; Chowdhury, 2014). Motivation is the process of driving a person to do something or perform better jobs (Watkiss, 2004). It is a physiological or psychological willingness to achieve an objective (Luthans, 2009). Motivation is the term always incorporated in defining leadership. A well-led company can motivate and retain its employees. “Motivation and leadership are strongly related” (Sougui et al., 2016, p.61). Motivation is concerned with “why do people do what they do?” (Sougui et al., 2016, p.61).

Laissez-faire leaders are in a practical sense non-leaders. They neither make decisions nor guide their subordinates (Avoilio & Bass, 1995). They do not use their authority; rather, they renounce their responsibility and avoid decision-making procedures (Avolio, 1999). It is very much difficult to justify the leadership style of Laissez-faire leaders because they are uninvolved with the work of their subordinates (Sougui et al., 2016). They give power and complete freedom to their subordinates to make their personal decisions about the work (Chaudhry & Javed, 2012)”

Through the previous example and during my review of previous research and studies, I always find that the Laissez-Faire style is considered one of the bad styles of leadership, why is this style, which ensures that the leader does not interfere in the work of the employees, is always described as an ineffective style?

3- Methodology:

To answer the previous question or the research question in general, I conducted an oral questionnaire for the members of the department in which I work (the planning department) in the project, and the oral questionnaire included only two questions:

The first / Do you want to work under the leadership of another manager than the director of our department?

The second / Do you think that Eng. Hisham (Director of Planning Department) is a role model for you, and do you wish to become like him?

The questionnaire is divided among 9 employees into the following sample:

Age	More than 30 Years	7
	Less Than 30 Years	2
Gender	Male	8
	Female	1
Position	Junior Eng	4
	Senior Eng	3
	Document Control	2
Tenure	Less Than 5 Years	5
	More than 5 Years	4

Table 1

And their answers to the two questions were as shown below:

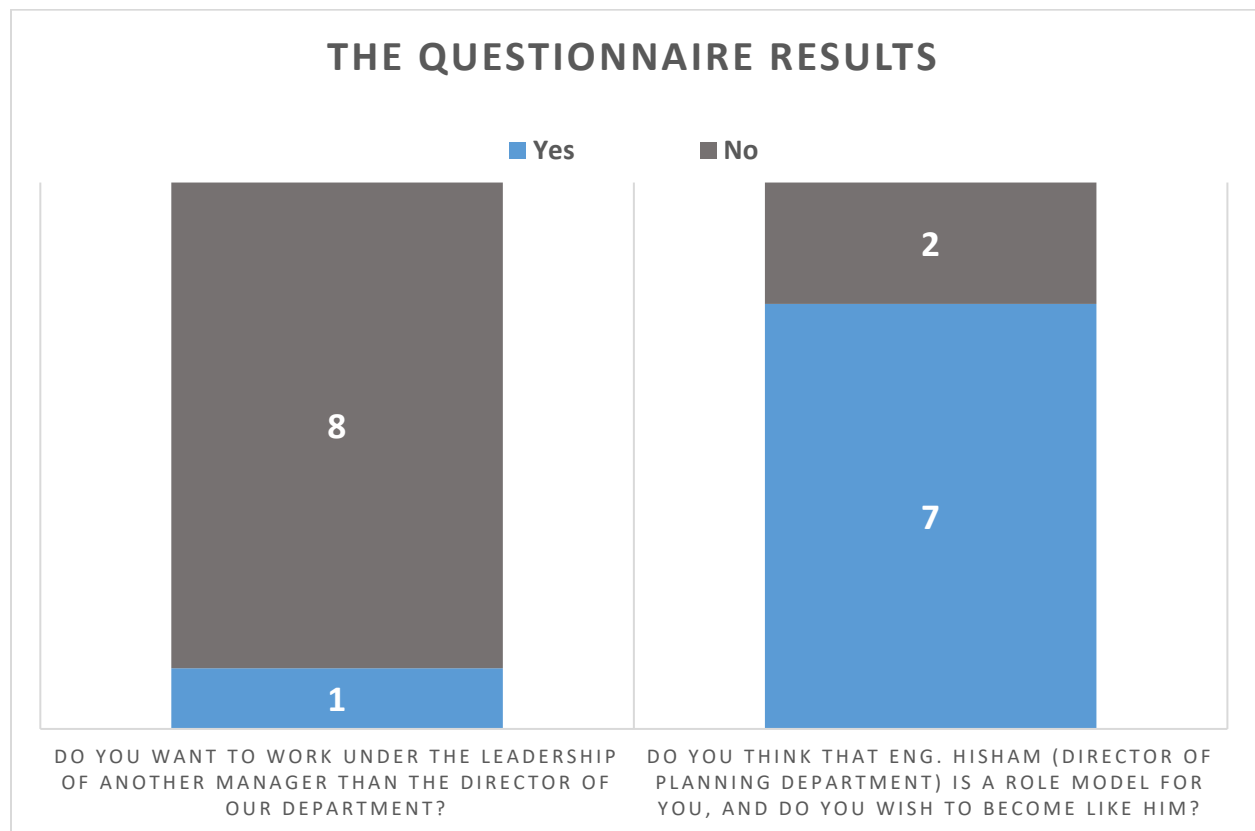


Table 2

4- Conclusion:

Based on the results of the questionnaire, we note that the Laissez-Faire style is not bad, as previous research says, it is always said that this style only works with adequately qualified employees, and I disagree with this saying, based on the experience of 6 years and with our wonderful leader. Engineer Hisham, I disagree that the whole team doesn't need to be qualified for the leader to succeed in achieving the goals, even junior and inexperienced employees when they find the appropriate support and their requests are answered and they are treated with respect and appreciation without any form of order or prohibition, often these characteristics are made from the novice To work with love and sincerity, and this is what happened and is happening in the planning department of our project, we have a leader in this style Laissez-Faire style, he does more than his team does he was able to make this team an icon in the project.

5- References:

- 1- <https://www.merriam-webster.com/dictionary/laissez-faire>
- 2- https://www.researchgate.net/publication/348198169_IMPACT_OF_LAISSEZ-FAIRE_LEADERSHIP