

Everyone's Smart University

Project (Spring 2021)

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

PROJECT LEADERSHIP

Instructions:

- ☐ آخر 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**

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

The Impact of Motivation on Project Success in The Organization

1. Introduction

Leadership can be defined as one's ability to influence and motivate others to bring the best out in them. It focuses on encouraging individuals to add more to the overall effectiveness of an organization.

Leadership is an important factor for making an organization successful, it transforms the potential into reality.

Leadership is all about developing people, in turn helping them to reach their maximum potential. In the simplest of terms, leadership is an art of motivating the people to help achieve a common goal.

2. Literature Review and Conceptual Framework

2.1 Leadership

Leadership captures the essentials of being able and prepared to inspire others. Effective leadership is based upon ideas-both original and borrowed-that are effectively communicated to others in a way that engages them enough to act as the leader wants them to act.

A leader inspires others to act while simultaneously directing the way that they act. They must be personable enough for others to follow their orders, and they must have the critical thinking skills to know the best way to use the resources at an organization's disposal.

2.2 Theory of Leadership

Over the years, studies have highlighted many leadership approaches such as transformational, democratic, laissez-faire, paternalistic, authoritarian, and transactional styles. The differentiating component in these leadership mechanisms is decision making process. In autocratic surrounding, leaders do not allow junior employees to be involved in the decision making, employees opinion and perspective are not taken into consideration in designing organization policies (Jogulu,2010; Pekerti, &Sendjaya,2010).

Tuckey et al. (2017) and Samad (2015) perceived the technique set in place platform where it allows group develop into highly skilled at performing assigned tasks and under

stipulated rules for instance in military and construction industry. As illustrated by Trivisonno and Barling (2016), the efficiency of the organizational activities emanates from the fact that one person is in charge of organizational operation that include setting roles, assigning task, and stipulating quality and time frame of the tasks.

2.3 Leadership Styles

2.3.1 Authoritarian Leadership Style

In authoritarian leadership setting, Alkahtani et al. (2011) asserted autocratic also referred to as authoritarian leadership is an approach where leaders have full control over decision making process strategizing on organizational approaches including problem solving techniques and taking advantages of opportunities with little regard of advice and opinion from followers.

2.3.2 Paternalistic Leadership Style

Researching on application of paternalistic leadership style Dedahanov et al. (2016) and Jogulu (2010) found that it is most applicable in occasions where leadership has been lacking predominantly in small groups characterized by poor organizational and time management and problem with developing and implementing effective strategies.

As pointed by Bello (2012), the technique is largely grounded on attributes and abilities of a leader. In the scenario where's/he is weak, incompetent, and lacks critical thinking and problem-solving skills, the entire organization may suffer great consequences.

2.3.3 Transformational Leadership Style

In addition to possessing good judgment skills, communication skills, and interpersonal skills, transformational leaders have the ability to inspire and stimulate followers to attain their potential (Saad & Abbas, 2018). Top et al. (2015) indicated that fundamental element in organizational setting is employee engagement and development of platform driven by leaders can optimize employee's potential.

2.3.4 Laissez-Faire Leadership Style

On the other hand, Laissez fair leadership approach posit the element of developing conducive working environment through making employees be part of the longer organization, involved in decision making, and cultivating an goal-oriented mentality.

According to Bellom (2012) and Zareen et al. (2015), this type of leaders inspires through working with follower in achieving a common goal while promoting individual self-efficacy and belief of going beyond expectation at personal and organization level.

2.4 Research about Motivation

Presently, many studies have been conducted on employee motivation, it influences on organizational and personal performance, different approaches that can be implemented by leader to enhance employee output, and influence leaders on employee commitment and performance, Theoretically, employee motivation measures the commitment, creativity, and energy individuals bring into given tasks. Irrespective of organization size or industry, employee motivation can have an incremental influence growth and performance of an organization according to Lazaroiu (2015), lack of workforce motivation can be harmful causing such problems as complacency, disinterest, and widespread discouragement. Studies have demonstrated that employees perceive their contribution and performance in the form of long-term effect exert to an organization and making a difference. Taking into consideration individual views leading to positive results give a feeling of accomplishment and valuable (Yahaya, and Ebrahim, 2016; Norhtouse, 2018)

2.5 Leadership and Motivation

Leadership theories and motivation theories are very much interrelated. AS motivation theories were developed, theories of how to be a leader also emerged. The basic assumption is that if you know how to motivate people, you can lead them.

Thus together, Motivation and leadership theories constitute what is considered the human relations approach to organizations.

There is a close relationship between motivation of employees and leadership. If supervisor knows what to motivates employees, they are better able to lead them. When the human relations movement first started with motivation theories, it was recognized that leadership was critical to motivation

3. Mythology

In order to have an in depth understanding of ways and the degree to which leadership and motivation influence each other, this study aims to follow quantitative research framework adopted from Vann et al. (2014). A questionnaire to 150 employees who work in different sectors as well as diverse nationality was distributed to randomly selected

employees. Overall 130 valid questionnaires were received back which were used in the research.

4. Results and Discussion

The random sample considered of 130 valid responses includes employees who had multiple years' experience in work life and majority of them were on managerial positions. Job experience has on average to ten years and their educational level ranged from diploma holders to PhD levels. Table-1 below shows the frequencies, means, standard deviation, skewness and kurtosis values. The distribution clearly shown a presence of non-symmetric data as kurtoses and mean values vary significantly. Likewise, skewness data shows a positive lean which is indeed the depiction that the respondents were more aged, qualified, experienced and having more responsibility positions in the organization.

Table 1.
Descriptive statistics

DESCRIPTION	N	Mean	Std. Deviation	Variance	Skewness	Kurtosis
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
Work Experience (Years)	130	1.97	.825	.681	.058	-1.531
Job Rank	130	1.29	.457	.208	.924	-1.164
Education Level	130	2.30	.903	.816	.136	-.782
Age in Years	130	2.81	.872	.761	.457	-.342
Valid N (listwise)	130					

Correlation coefficients are the measures of assessing relationship between the two variables. Following table shows the relationship between leadership styles and employee motivation. Furthermore, it also highlights the internal relationships of each variable. Going through the relationships, its quite obvious that all relationships showing a positive significance whereas the the highest positive relationship was observed through $r = 0.717$ with motivation and paternalistic type of leadership. A positive but weak relationship was observed between motivation as a dependent variable with laissez-faire style of leadership as correlation coefficient value comes as $r = 0.613$. The overall internal relationship among all the variables in the data are also positive.

Correlation test

		Motivation	Authoritarian	Paternalistic	Transformation	Laissez-faire
Pearson Correlation	Motivation	1.000				
	Authoritarian	.641	1.000			
	Paternalistic	.717	.616	1.000		
	Transformation	.754	.687	.686	1.000	
	Laissez-faire	.613	.663	.502	.649	1.000

5. Conclusion

The statistical findings clearly indicate that the leadership styles all together have a positive effect on the enhancement of motivation level of the employees.

So, If the managers in the organizations are able to follow the leaderships styles as given, they can help increasing the motivation level of their employees.

6. References

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