

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 20-05-2021 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.

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

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

- Introduction.

The subject of this research will be motivation due to the importance of creating a vision around the project to provide the team members with a sense of purpose and motivation.

The research will study the motivation at a chosen company in Tabuk, this company is a language center that has multiple branches in Saudi Arabia, but the study will only be in one branch.

The main goal of this research is to shed light on the importance of motivations at the workplace, and the effect of the absence of that in a lot of organizations.

- **Literature Review.**

A research was conducted by Stajkovic, Latham, Sergeant and Peterson CEO of a for-profit business organization using goal priming to motivate job performance. Goal priming refers to the achievement of a goal by external cues given. These cues can affect information processing and behaviour in the pursuit of this goal. In this study, the goal was primed by the CEO using achievement related words strategy placed in emails to employees. This seemingly small gesture alone not only cost the CEO very little money, but it increased objectively measured performance efficiency by 35% and effectiveness by 15% over the course of a 5 day work week.

- **Methodology.**

Descriptive research is used to gather statistics about the effect of motivation at work and how that is reflected on their behaviour and performance, the descriptive research is used to describe characteristics of a population or phenomenon being studied. Maslowe's theory of motivation was the backbone of this research.

- **Results and Discussion.**

The sample that was studied consisted of 15 staff members that work at 2 different sections at the same company, sales and service, a questionnaire was

distributed that contained 25 questions. The questions basically were dedicated to compare between the levels of needs and how normally employees will satisfy the basic needs first before they choose the higher ones. The questionnaire also shed light on the differences between intrinsic and extrinsic motivators by recognizing who among the staff focuses more on choosing intrinsic motivators and who chooses extrinsic ones. The following are questions and the results:

N o	Quisition	Answers	
		Yes	No
1	Appreciation by my direct managers motivates me to work better.	74%	26%
2	I think I am underpaid and I deserve anything between 10% to 30% raise.	87%	13%
3	I feel we should meet all employees from different sections and branches to get to know them better.	52%	38%
4	I think I can handle more responsibility and more power if given to me.	30%	70%
5	I would feel motivated if I received rewards on a yearly basis.	89%	11%
6	I feel that my job is a routine job and I would do better if there was more change and variety.	67%	33%
7	I don't see much of an effect of what I do on a daily basis.	34%	66%

8	I would do much better if my job involved solving problems.	60%	40%
9	Feeling that I am working in a creative job would make me perform better.	56%	44%

The previous questions are made to determine the effect of extrinsic motivators “the first 4 questions” and intrinsic motivators “rest of questions” on the team and the percentages of employees affected by them, it's obvious that money motivates staff way more than recognition and interpersonal relationships, while power can be perceived differently by different staff members, some will see it as an opportunity to increase income and therefore would desire it, while others will see it as more responsibility and pardon and would be more careful about accepting it early.

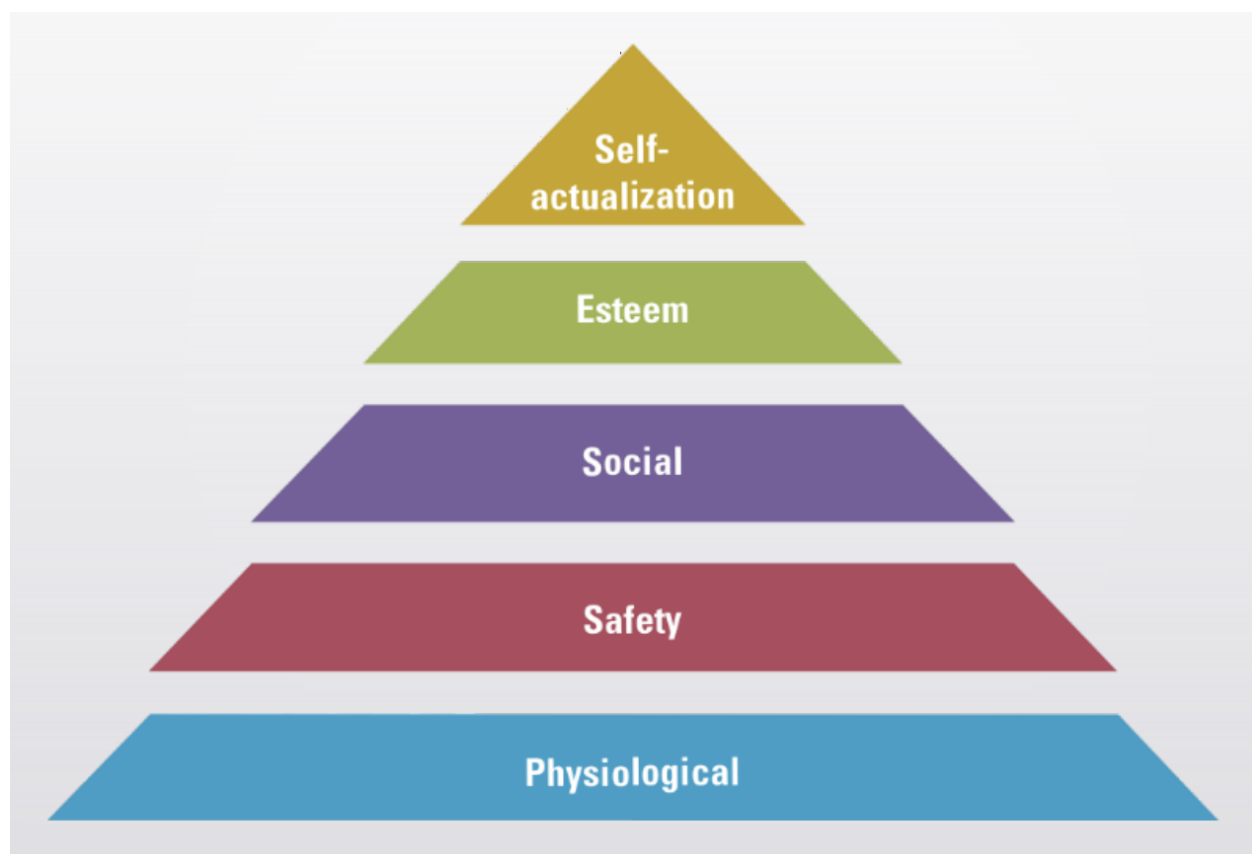
Intrinsic motivation on the other hand aren't as important to most staff, most results showed that staff members were close to 50-50, and that shows how extrinsic values are more important to most of them than intrinsic ones.

The second questionnaire was designed based on Maslow's pyramids of needs,

No	Quisition	Answers	
		Yes	No
1	I would accept a 30% decrease to my salary if it was replaced with recognition certificates every year.	3%	97%
2	Job security is more important to me than income.	16%	84%
3	Meeting more staff members among the networks is more important to me than job security.	4%	96%
4	Feeling that I am making a	19%	81%

	difference is more important to me than expanding my network within the organization.		
5	Growing in my organization is more important than seeing the direct impact of my job.	27%	73%

Maslow's Hierarchy of Needs



Comparing the needs on Maslow's theory, it's clear that the natural order of the needs applies here too, most employees will seek to satisfy the basic needs first before

moving up, normally, feeling safe by having enough income is more important than job security on the long run, expanding network however is less important.

Moving up the hierarchy, needs like self esteem come less important the physiological, safety, and social needs, meaning that most people would seek to satisfy these first before thinking of moving upward, while at the end, long term plans come at the end after feeling that every other need in the hierarchy has been fulfilled at least to a good degree.

- **References.**

Wikipedia.

- **Appendices.**