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Effects of Less-Qualified Leaders on Highly Qualified Employees in Saudi SMEs

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1. Chapter 1: Introduction

1.1 Research Background

SMEs in Saudi Arabia rely on a skilled workforce to stay competitive and meet Vision 2030 goals. However, many of these businesses still have leaders or managers who do not have the right qualifications or enough experience to guide highly qualified employees. When a leader is less qualified than their team, it can create frustration, poor decision-making, and impact trust within the team. This study explores how that situation affects motivation and performance.

1.2 Research Problem

In some Saudi SMEs, skilled employees work under managers who do not have enough experience or education. This mismatch can lead to a negative work environment. Employees may feel ignored, unvalued, or unsupported, which can negatively impact their job satisfaction and make them want to leave. Yukl (2020) mentions that leaders who lack skills often struggle to build trust with their teams, which is a big issue in today's competitive world.

Main Research Question:

How does less-qualified leaders affect the motivation and performance of highly qualified employees in Saudi SMEs?

1.3 Research Significance

Practical level: This study can help SME owners and decision makers understand why they should invest in leadership training and recruiting. Good leadership keeps talented workers happy and reduces the risk of high turnover.

Academic level: There is limited research in Saudi Arabia about this problem, so this project will help fill that gap and provide new ideas about managing leadership quality.

References