

## Everyone's Smart University

### Project (Spring 2021)

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## PROJECT LEADERSHIP

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## **Introduction**

Transformational leadership may be a modern approach that has been centered on in Kinner of studies. It focuses on the method of adjusting people and remodeling them into effective people within the organization. It focuses on values, ethics, standards, and long-run goals, and includes evaluating the motivations of people, satisfying their wants, and treating them humanely. it's a method that falls below leadership. magnetic and future vision.

Organizational development and alter in work organizations area unit one in every of the foremost vital processes that leaders should perceive, acknowledge and adopt so as to confirm effective and booming management, therefore structure development and the way to with success lead it's become one in every of the foremost vital topics that occupy the outlook of body leaders. this is often for convincing reasons: that development happens all over, that its speed is increasing and sophisticated, which the longer term success of the organization depends on however leaders area unit ready to lead the event method. Leadership and development area unit maybe a number of the best challenges facing organizations nowadays. Most researchers within the field of leadership and development might agree that the leader's main tasks area unit to realize the specified development which development needs leadership. additionally, the power to take care of the wants of amendment and development in an efficient manner needs a leadership vogue, that was referred to as the transformational leader.

Successful leadership is that the key to alter and development, and thence the problem of the role and importance of amendment leadership has become the main target of attention of students and researchers over the past twenty years. there's little question that interest within the thought of transformational leadership is a vital component for establishments and firms within the Kingdom of Asian nation, particularly in light-weight of the challenges and speedy changes. To face these challenges, business organizations within the Kingdom of Asian nation want a brand new model capable of leading amendment and development.

### **Problem study:**

Despite the increasing interest within the study of transformational leadership, there's an absence of studies that proscribed the fact of transformational leadership and its guarantees in structure development -within the boundaries of the researcher's knowledge- and that we didn't address studies of the impact of those 2 variables glorious. consequently, the matter of the study is to understand the fact of transformational leadership and its vow in development. The structure structure in SABIC from the purpose of read of its leaders.

SABIC is one in every of the main corporations within the Kingdom of Asian nation, that is well-known within the organic compound business and has fingerprints in growth and development.

### **The importance of study:**

#### **The following set the importance of the study:**

First: The importance of the study stems from the fact that it is the primary - in line with this study - that is being conducted at SABIC within the Kingdom of Asian nation within the field of

transformational leadership. Second: cashing in on the results of the study and proposals and submitting them to SABIC within the Kingdom of Asian nation.

### **Study objectives**

**The objectives of this study area unit determined as follows:**

- Knowing the fact of transformational leadership in SABIC within the Kingdom of Asian nation from the purpose of read of its managers.
- Learn concerning the transformational leadership vision in structure development in SABIC within the Kingdom of Asian nation from the purpose of read of its managers.
- Identifying the variations within the transformational leadership's role in structure development in SABIC within the Kingdom of Asian nation from the purpose of read of its participants, that area unit attributed to variables (education level, age, experience, job title).

### **Study questions:**

1. The current study aims to answer the subsequent questions:
  1. the primary question: To what extent is transformational leadership practiced by leaders operating in SABIC within the Kingdom of Saudi Arabia?
  2. The second question: what's the degree of active the leaders operating for structure development in SABIC within the Kingdom of Saudi Arabia?

### **Keywords:**

**Transformational leadership:** “The method of motivating followers to try to to quite expected by raising their level of awareness of the importance and price of specific and ideal goals, urging them to grant priority to the interest of the organization over their personal interests, and motivating them to concentrate to higher-level wants.” Transformational leadership works through the subsequent dimensions that (KEN, 2005) defines it as:

1. the best effect: It indicates whether or not the leader possesses the boldness of the followers, maintains their loyalty and respect, shows kids to them, touches their hopes and dreams, and acts as a model for them.
2. magnetic motivation: It measures the degree to that the longer term vision is bestowed, and uses applicable symbols and pictures to assist others concentrate on their work, and tries to create others feel that their work is vital.
3. Mental stimulation: the extent to that others area unit inspired to be inventive in viewing recent issues in new ways that, making a tolerant atmosphere in extreme things, and inspiring workers to debate their values, beliefs, values, and beliefs of the organization.
4. Individual interest: It refers to the extent of concern for the interest of others, distinguishing comes singly, and listening to people who seem less concerned within the cluster.
5. structure development: it's outlined as A1 in response to alter associate degreed an extended academic strategy aimed toward dynamical beliefs, trends, values, and therefore the structure structure in order that the organization will adapt to accommodate technical challenges and accelerated rates of amendment (Al-Dmour, 2002).

## **Literature Review:**

(Mari, 2008) conducted a study aimed toward measure the impact of transformational and reciprocal leadership on the performance of human resources within the Jordanian pharmaceutical industries. The study population consisted of all the Jordanian pharmaceutical industries, that numbered (17) corporations. A random sample of staff at the center and lower body levels were chosen, totaling its volume ... 500%), and distributed questionnaires, (393) questionnaires were recovered, with a recovery rate of 79). The results of the applied math analysis indicated that staff relish high levels of performance in relevance the size of individual inventive behavior, attending in the least times, accuracy and quality in accomplishing tasks, and relationships with others. The results additionally showed that there are a unit transformational and reciprocal leaders, however there are a unit leaders that area unit additional transformational. Transformational leadership completely affects:

Individual inventive behavior, accuracy and quality of labor completion, attending in the least times, and smart relations between leaders and followers.

(Al-Bahlal, 2008) conducted a study aimed toward distinguishing the foremost vital justifications for the applying of transformational leadership within the security services within the Kingdom, distinguishing. The foremost vital leadership needs required to implement transformational leadership within the peace board of directors, also as distinguishing the foremost vital material, money and technical needs necessary to implement transformational leadership within the peace board of directors.

In addition to work out the wants of the structure culture necessary to implement transformational leadership within the peace board of directors, and at last to understand the foremost vital skills planned for building and developing transformational security leaders within the Kingdom. The results of the study showed:

Adopting a culture of respecting new concepts that contribute to development, operating to boost the morale of staff, victimization ethical incentives to extend worker motivation, distinguishing priorities for improvement, remodeling leaderships completed the importance of quality assurance and commitment to supporting them, and dealing with one cohesion to realize the vision, mission and goal.

(Ibda, 2007) conducted a study aimed toward distinguishing the leadership designs (despotic, democratic, liberal, and transformative) on the structure development of managers in government agencies in Jordan. The study designed a form consisting of 3 sections to answer the study queries. All administrators|the administrators} within the Jordanian ministries totaling (397) directors, and therefore the sample of the study was an equivalent study population, and therefore the results of the study showed the existence of a positive, statistically important relationship between the authoritarian leadership vogue and therefore the structure development of managers within the Jordanian ministries within the areas of developing and simplifying legislation and in developing the structure structure. the sphere of worker coaching, a delegation of authority, and participation in decision-making, also because the results, showed that there are not any statistically important variations attributed to the demographic variables on the structure development of managers in Jordanian government ministries.

**Methodology:**

The study relied on the descriptive approach, to hide the theoretical framework and gift the previous studies, and studies that area unit in agreement and take issue with the results of the study. additionally, this study additionally relied on the opinions of specialists once making ready the form, that was wont to collect responses from the study sample, and was analyzed with the applied math package within the social sciences (SPSS) and alternative applied math strategies for respondent study queries and testing hypotheses.

**Study population and sample:**

This study employed in this study a comprehensive survey technique, in order that the study population is its sample, wherever the research worker distributed the questionnaires to all or any the directors operating in SABIC within the Kingdom of Asian nation, whose variety is (383) directors diagrammatic by (CEO, head, head of the department). additionally, it's been (320) questionnaires were retrieved, of that (14) weren't valid for applied math analysis, that the retrieved questionnaires that would be analyzed became (306) questionnaires, that represent (80%) of the study population.

**Tools:**

After the research worker reviewed previous studies on transformational leadership and structure development in line with the study's objectives and so as to gather info and take a look at the hypotheses of the study, the research worker developed the study tool consisting of data expressing the characteristics of the study sample, in line with demographic variables (age, tutorial qualification, years of expertise, Job title). I used Likert's five-point scale as follows: perpetually - typically - generally - seldom - ne'er.

**Results:**

The results associated with the observe of transformational leadership by leaders in SABIC within the Kingdom of Asian nation indicated a high degree at the macro level, with associate degree overall average of (3.27), associate degreeed once (the ideal effect) graded initial with an arithmetic average of (3.55). additionally, this could be explained the high results of the estimates of general managers and department heads operating in SABIC within the Kingdom of Asian nation for transformational leadership. That the key to gaining the trust of staff is their moral behavior, that results in gaining the respect of these operating with them. this is often a logical and natural result, and perpetually adhering to the virtues of morality and active it in observe, whether or not at work or Life results in gaining the respect and confidence of others and their work with dedication to realize the goals of the organization or establishment during which they work. it's one in every of the foremost vital qualities of a pacesetter is that he contains a solid ethical purpose.

**Recommendations:**

- The study reached a set of recommendations, the most important of which are:
- Spreading the experience of SABIC across the Kingdom of Saudi Arabia as a pioneering model for successful leadership.
- The necessity to pay attention to the needs and problems of individuals in companies, and in similar companies and organizations.
- Seek to contain informal groups that may affect the performance of employees.

- Conducting a similar study related to the reality of transformational leadership and its impact on organizational development in government institutions and departments.
- Adopting the organizational development process as an input to the change process when developing organizations and public institutions in the Kingdom of Saudi Arabia.

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