

Everyone's Smart University

Project (Spring 2021)

Student Name	 ندى محمد آل سالم.....	اسم الطالب
Students I.D	2021202522.....	الرقم الجامعي

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 LEADERSHIP SKILLS ON PROJECT SUCCESS IN ORGANIZATION

Contents

1.0 The Introduction	6
2.0 The Literature Review	6
2.1 What is Leadership?	6
2.2 Transactional Leadership	7
2.2 Laissez Fair Leadership	7
3.0 Methodology	8
4.0 The Results and Discussions	9
5.0 References	10

1.0 The Introduction

Leadership is a social form of at least two persons mutually involved in a process by which one of them can change the other in a particular direction. (Kotter, 1999).

Leadership plays a crucial role in the overall management of organization's strategy.

Leadership is the most vital skill that an organization must possess in order to achieve its objectives. The implementation of tasks cannot be met without effective leadership in place (Quinn Mills, 2005).

The problem statement has been identified to be the incorrect utilization of leadership styles including transactional and laissez faire in private and public sector, which has led to reduced employee performance, loss of motivation and changes in their attitude.

The objective of this study is to find out the impact of transactional and laissez faire leadership styles as to substantiate which one is most effective for the organizational management. The chosen skill set is Motivation in the context of the research proposal.

Transactional leadership has been defined by (Robbins, 2007) to be more suitable for organizations with predefined processes while (Mondy & Premeaux, 1995) recommend Laissez Faire towards organizations with senior and experienced employees

2.0 The Literature Review

2.1 What is Leadership?

By reviewing literature, we realize that leadership is all about influencing people, motivating and inspiring them in the right direction to accomplish the organizational roles.

According to (Kotter, 1999) Leadership is defined as the development of vision and empowerment of individuals to make that vision happen despite of the impediments. Effective leadership requires a clear and articulated vision, setting up clear measurable objectives and the capacity to direct, encourage and move others to pursue a common objective. A generally accepted rule is that true leaders have clarity and purpose that drives them moving forward in a particular direction (Bennis, 1989).

2.2 Transactional Leadership

According to (Robbins, 2007), transactional leadership is defined as the act of exchanging social transactions.

When using a transaction leadership style, the leaders act as motivators and they inspire their employees to fulfil their responsibilities efficiently. The employees are rewarded for their good results and similarly they are punished as well for not showing commitment.

2.2 Laissez Fair Leadership

In a Laissez fair Leadership style, the group members are empowered enough to make decisions by themselves (Mondy & Premeaux, 1995). Leaders don't intervene in the decision process. The subordinates have the authority to get resolved their work by themselves. They employees have complete freedom at their own will however the leaders are engaged in providing ample support.

According to Great man theory, Leaders are born with inherited capabilities that sets them apart from others.

The trait theory suggests that the basic traits that distinguishes effective leaders from others are:-

- They are ambitious and have high aims.
- They have intense desire to lead other.
- They preach honesty and professionalism.
- They are confident and they believe in themselves.
- They have strong analytical skills.
- They have specialized expertise in their relevant discipline.
- They have charismatic personality and willing to adapt

However, as per the Fiedler model contingent theory, there is no best way to lead a team, it depends upon the situation as it unfolds. It is the combination of leadership style and the situation that would yield the optimum strategy for leading a team.

The path goal theory focuses on the behaviour of the employees and the working environment to enhance the motivation in anticipation of a reward.

According to the situational theory of leadership, there are four types of leadership styles which are telling, selling, participating and delegating.

The selection of the appropriate strategy depends upon the maturity level of the organization. Apart from it, social factors may play an important role in this type of leadership.

Researcher Ebrahim Hasan Al Khajeh conducted his research entitled “Impact of leadership styles on Organizational Performance” to confirm the effect of leadership styles on the organizational performance on 16th July 2018.

Effective leaders are good motivators and motivation is the set of forces that initiates, directs and make people persists in their efforts to accomplish a goal (Williams, 2009).

According to (George & Jhones, 2008), motivation is a set of psychological forces that direct the person's behaviour in a company. Data collected through research and studies have shown that there is positive relationship between reward and motivation.

When considering the data, both the transactional and laissez fair leadership have been found significant in motivating an employee.

3.0 Methodology

The primary source of data collection was through questionnaire distributed to the staff of private and public sector.

The questionnaire address questions related to leadership styles and its effectiveness in achieving organizational goals.

Secondary means such as journals and relevant books were also a source of data collection. A random sampling of the data was also carried out to check the inclusion of all the groups in the study.

The data collected was recorded and organized using tools such as histograms and pie charts. Quantitative methods were used to analyze the data.

4.0 The Results and Discussions

A survey was carried out from dense population of employees working in a private and public sector. A random sampling of the data was also carried out to check the inclusion of all the groups in the study.

The largest percentage of contribution was from the age bracket 25-29. Most of the participants had master's level degree with almost five years of relevant experience. Both male and female participated actively in the questionnaire. Based on the survey and the analysis of the information we can conclude the following results:-

- Transactional leadership style has been more effective in comparison with transformational leadership style. But in transactional leadership style, organizations tend to improve the overall management and remain moderate in others areas of leadership.
- Motivation rate is more in transactional leadership style.
- Transactional leadership strategy is most effective for organizations.
- The motivational level is low in Laissez faire style since there is no interference from the management. This style does not boost the motivation of the employees.

It is recommended that organizations must use the best combination of leadership style suited to the situation.

This study has some limitations as only quantitative data was used to conclude the results.

5.0 References

- Kotter, P. John (1999), What Leaders Really Do. Boston, Harvard University Press.
- Bennis, W. (1989), Becoming a Leader. New York, Addison Wesley.
- Mills, D. Quinn (2005). Leadership: How to Lead, How to Live. Waltham, MA: Mind Edge Press.
- Robbins, S. P., Judge, T. A. & Sanghi, S. (2007).Organizational Behaviour. (12th ed.). India: Pearson: Prentice Hall.
- Mondy, R. W., & Premeaux, S. R. (1995). Management (7thed.). Englewood-Cliffs-New Jersey: Prentice-Hall.
- Williams, C. R.(2009).Principle of Management (5thed.).USA: South-Western Cengage Learning.
- George, J.M., & Jones, G.R. (2008).Organizational Behaviour. New Delhi: Pearson Publication.