



Everyone's Smart University

Project (Spring 2021)

Student Name	نايف حسين القحطاني	اسم الطالب
Students I.D	2021203192	الرقم الجامعي

Section

Master

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PROJECT LEADERSHIP

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS IN

Turner International Middle East Ltd (TiME) / Abdualhameed AlSomali

Senior Project Manager

1. Introduction:

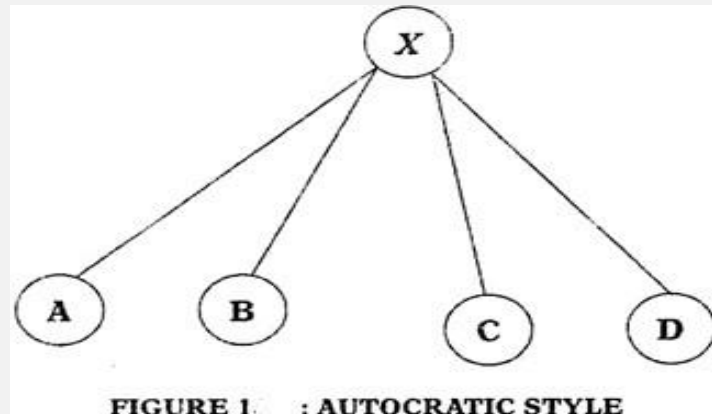
Leadership may be a concept, which is put into operation by the individuals in their personal and professional lives. so as to implement this idea in an efficient and worthwhile manner, the individuals have to acquire an understanding in terms of meaning and significance of

leadership. When they understand the meaning and the way this idea will encourage them to be useful to them in finishing up their job duties well and achieve the specified goals, they'll put it into operation. Leadership and management are viewed as synonymous, but there are differences between them. The foremost emphasis of leadership is on interpersonal behavior. The leadership is usually related to the enthusiastic behavior of the followers. Leadership doesn't necessarily occur within the hierarchical data structure of the organization. In other words, there are number of people, who operate as leaders, without their role ever being clearly established and defined. A frontrunner is that the person, who has sufficient influence to cause long-term changes within the attitudes and to form the changes more acceptable. It's primarily related to stimulating the mind-sets of the individuals towards the implementation of job duties. Autocratic leadership may be a management style wherein one person controls all the choices and takes little inputs from other group members. Autocratic leaders make choices or decisions supported their own beliefs and don't involve others for his or her suggestion or advice.

Autocratic leadership could be a style of management style during which one leader or member of the organization takes decisions on behalf of the corporate. This sort of leadership style is seen mostly in businesses which are relatively small with fewer employees. This kind of leadership style is effective in our organizations where the character of labor requires quick decision-making. The only responsibility of the choice and also the outcome is with the leader. It's considered to be a versatile leadership style but some would argue that it's outdated now. Some experts argue that this sort of leadership style may be damaging instead of rewarding within the long term because it resembles that of a dictator. It results in low employee morale, which successively may cause attrition in many cases. However, there are some advantages of autocratic leadership in addition. It ends up in quick decision-making, control over the processes and also the operations of a corporation, etc. An autocratic leader is one who takes all decisions himself without consulting the subordinates and permits little or no freedom of action:

Discipline is enforced by the use of rewards and threats of punishment. Communication tends to need a one-way route. Subordinates should depend upon the superior for everything (setting goals, determining priorities and implementing plans, etc., Figure 1: X

= leader; A, B, C, D = subordinates.



Autocratic leaderships are helpful in situations where a business faces constant change or a crisis. It'll be ready to react to matters promptly compared to other leadership styles, thanks to streamlined organizational structure and quick decision-making ability. Example of leadership style in our company/ AlSomali Senior Project Manager is chargeable for Turner's offices in Ajyal program at Dhahran. AlSomali joined the management long time ago and advanced through a range of assignments within the office and also the field before assuming a senior leadership role in many projects, AlSomali take charge of Turner management at many projects. The purpose of leadership is to guide the people in a very corporation to work towards the attainment of common organizational goals. The leader brings the people and their efforts together to achieve common goals. Leadership can be endless process. A pacesetter possesses to guide his employees anytime and also monitor them to make sure that their efforts have gotten within the identical direction which they are not deviating from their goals.

2. literature review:

The study only focused on exploring how the autocratic leadership styles stimulated the employees' performance which includes execution of defined duties, meeting of deadlines and achieving departmental goals. During this section firstly what's leadership is? What are leadership styles? So explained the theoretical framework which elaborates the consequences of autocratic leadership style on the worker performance.

The literature review is on autocratic leadership style as an obstacle to success in academic libraries and other institutions where it's practiced. Leaders in institutions of upper education

are observed to be exhibiting autocratic leadership style. This review is geared towards reminding Chief Librarians that autocratic leadership style]1[regardless of the color it's painted remains a leadership style that's greatly not wanted by the led within the libraries. Most times, positive work attitude isn't exhibited by staff. Leaders are for the foremost part ignoring staff by following an outmoded set of principles about them for the explanation that it adhered to Theory X when actually most staff members may be closer to the idea Y set of principles. During this review, the various definitions advised by researchers were highlighted and discussed. The pros and cons of using autocratic leadership style were also noted. It had been concluded that autocratic leadership style prevents the utilization of creative ideas to problem-solving; therefore, leaders should learn to exercise restraint within the use of the fashion within the running of their institutions.

3. Research Methodology:

The purpose of leadership is to guide the people in a corporation to figure towards the attainment of common organizational goals. The leader brings the people and their efforts together to attain common goals. Leadership could be a continuous process. A pacesetter has got to guide his employees anytime and also monitor them so as to form sure that their efforts are getting in the identical direction which they're not deviating from their goals.

Sampling study: A Somali Senior Project Manager of Turner International is the sample unit of my research. The autocratic leadership style has a significant effect on employee performance.

Autocratic style effects:

Autocratic style effects Also known as authoritarian leadership, Milgron [3] said autocratic style clearly defines the division between leaders and workers. Autocratic leaders make decision with little or no involvement from employees. These types of leaders are more confident about and comfortable with the decision-making responsibility for the strategy plans and company operating. Although research indicates that autocratic leaders display less creativity than more contemporary (new) styles. Adair [2] only one person has the full authority and power over the followers or workers. His decision would be viewed and taken as the golden rule and should never be questioned and cannot be interrupted by anyone. They make plans of each milestone and their followers are bounded to work or follow the rules. In short, the autocratic leader has full control of those around him and believes to have the complete authority to treat them as he wants. This is useful when immediate and quick decision and

performance is required. Dawson [4] state that the autocratic style may show great results in a short time period. However, excessive use of authority will distort productivity in the long term. People either get bored and dissatisfied and leave or fall into a malaise of hum-drum repetitive tasks without creativity and innovation and in short become demotivated. Heneman and Gresham [5] under the autocratic leadership style, all decision-making powers are centralized and remains in the hand of leaders, as with dictators. These leaders not welcome any suggestion and initiative from the follower's side. It has not been successful as it not provides strong motivation to the managers and employees. This style allows quick decision making. These leaders don't take any type of consult from their employee. They believe that leaders only have to take decision and employees should have to follow only either they want to follow or not. This type of leadership is so much rigid and may be a cause of employee's demotivation. Ittner [6] Autocratic leadership style promotes a one-sided conversation and due to these the creative and leadership skills of the employees become restrictive and all are involved in repetitive work of daily activities. As leaders have the authority, there is a chance of exploitation and distortion of employees. This style restricts workplace communication and socialization. It's important to have cordial work environment, where everyone is friendly and want social network. It can also lead to disagreements and conflicts, if a group or company is led by an autocratic leader.

4. Result & Conclusions:

As elaborate by Myron Rush and Cole the autocratic style leaders only have the authority to require decisions during which employees' feels inferior in doing jobs and decisions. In democratic style employee need to some extent discretionary power to try to to work, so their performance is healthier than in autocratic style.

4.1(The autocratic style is adequate) When new employees are not familiar and don't have sufficient to know the way about their jobs responsibilities If the worker constantly misusing their authority When company rules are violated by employees When the sole real person who wrote it for a decision-making and implementing.

4.2 Recommendations:

- 4.2.1 In respect of the above conclusion, the reducing of autocratic leadership style in AI Somali Senior Project Manager would further empower their employees by developing teams and per some measure of power and authority to their employees. during this way, employees would ignite their potentials, feel a part of a company and perform maximally for the

organization.

- 4.2.2 Following the second conclusion, the AISomali would immediately reduce the autocratic leadership practices. Hence, AISomali would advocate for the higher leadership styles that suites in numerous situations to scale back the dominance of autocratic leadership unless in situations where it's necessary. The researcher further recommended that it had been important for AISomali to professional performance guidelines that make a way of responsibility to employees.

5 References:

-]1[Chukwusa, Joseph. Library Philosophy and Practice.
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-]3[. Milgron P, Holmstrom B (1991) Incentive contracts, asset ownership and job design. Prentice Hall printer, London.
-]4[. Dawson C (2002) Research made easy: Lessons for research students. Chicago, USA.
-]5[. Heneman RL, Gresham MT (1999) the effects of changes in the nature of work on compensation. Ohio state University, USA.
-]6[. Ittner C, Larcker (2002) Determinants of performance measure choice in work incentive plans. Sunrise printery, Chicago, USA.