

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

- ☐ آخر 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.

- 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 style and motivation on Project Performance in my import-export company

1. Introduction:

The Human Resource (HR) is one of the most important natural resources for the company to achieving the tasks in proper styles. Most organizations have no formal base of the HR department and those who have, not properly completing it. Project Human Management System (PHMS), plays an important role in all projects by providing project monitoring and system support services (Rodrigues & Bowers, 1996). The workforce of PHMS includes qualified and skilled people from the project planning & IT discipline, who do their efforts to give a smart solution to achieve a project's planning and system-related needs (Dvir, Raz, & Shenhar, 2003).

In this research, I'll speak about my leadership style in my import and export company which is located in Riyadh. Leadership representatives of HR planning are chosen based on project nature and analyze the impact of these factors on the performance of the project. The section of leadership with strategic aims and objective to promote project performance and improve an organizational culture that foster innovation, compliance, forming and producing HR systems & policies and activities-that produce the workers' competencies and behaviors the project needs to achieve its strategic aims (Luthans, Norman, & Hughes, 2006).

The research is almost connected to the area of leadership because it shows these human resource practices' impacts on the performance and motivation of the employees in this project. So I emphasize the specific type of human resource practice to combine the HR practices with my company goals and to solve their best performance through these HR practices.

One of the most important leadership skills is motivation:

Motivation is one of the forces that drive performance. Motivation is defined as the wish to reach a goal or a specific performance level, leading to goal-directed action. When we relate to someone as being motivated, we mean that the person is working hard to achieve a certain task. For example, for a worker sweeping the floor, motivation may be the most important element that determines performance. Being motivated is not the same as being a great performer and is not the single reason why people do well.

2. Literature Review

One of the most famous Theories of Motivation that I apply in my project leadership:

Maslow's Need Hierarchy Theory :

Maslow's theory is based on individual needs. Drawing mainly on his clinical knowledge, he hierarchically analyzed all human needs from the lower to the higher order.

He thought that once a given level of demand is satisfied, it no longer works to motivate a man. Then, the following higher level of need has to be aroused to motivate the man. Maslow identified five levels in his need hierarchy as shown in figure 17.2.



Fig. 17.2: Maslow's Need Hierarchy

According to Maslow, human needs follow a specific sequence of power. The second need does not arise until the first is fairly satisfied, and the third need does not appear until the first two needs have been fairly satisfied and it goes on. The other side of the need hierarchy is that human needs are endless. However, Maslow's need hierarchy theory is not without its critics.

There are five Key Motivators in the Workplace That Improve Employee Experience:

1. Improving Communication.
2. Present Challenging Work.
3. Recognising Fulfillment.
4. Supporting Team Spirit.
5. Developing Independence.

Long & Ismail's (2009) study investigated the relationship of demographic elements of HR practitioners with HR competencies in the manufacturing organizations of Malaysia. The results show that the top-rank HR competencies are individual credibility and HR delivery. In this research, the findings show that HR practitioners in building companies of the southern area of Malaysia are needing business-related human resource competencies. Kovács & Gergely (2009) describe human resources management as one of the management roles, dealing with people as the essential resource of the organization. This function aims at the most effective usage of workers to realize both organizational and individual goals. Prabhakar (2008) explains most of the projects hear in media are either over resources, late, or are simply not safe enough, and still many people think that those projects have been successful. As explained above, many leading scholars agree with this point of view and are studying to complete this grounded theory.

3. Methodology

Data Collection:

Through the structured questionnaire, data were gathered from the companies, The leadership questionnaire was chosen from Antonakis, Avolio, and Sivasubramaniam (2003). The questionnaires cover questions based on leadership and project performance at the level of development that is adequate performance. The project performance tool was chosen from (Keller, 1986). In the questionnaire, a “five-point liker scale (strongly agree, agree, no idea, disagree, and strongly disagree)” was used to examine the important impact. The questionnaire was divided among the top subject expert and sections including communications, sociology, environment, institutional growth, and so on. The sample employed in the study includes 70 employees from four companies

working together on a project, located in Saudi Arabia. 55 respondents filled in the questionnaire. The filled questionnaire was prepared by the computer and reflected graphically and in registered form. It was analyzed by using Statistical Package for the Social Sciences (SPSS-16); let us know the HR system of the companies in-depth resulting as well as reviewing the results of each company regarding three main factors.

Data Analysis and Results:

Data were examined on different performance effecting parameters involving leadership. The results were acquired by using the statistical device. Data were also analyzed applying frequency analysis to explain the results. In frequency, investigation reports took frequency and percent benefits to describe and achieve the results. Principal elements analysis (PCA) was used as a factor extraction system in the study. When principal elements analysis (PCA) is used, it is generally considered that the original items are related, and principal elements analysis will develop a new group of uncorrelated variables (Chatfield & Collins, 1980). Frequency descriptive statistic output reveals that 11 out of 55 workers (20%) completely disagreed with the working of the current team, 21 workers (38.2%) disagreed, 7 workers (12.7%) made no comments while only 8 workers (14.5%) were agreed and other with same percentage (14.5%) were strongly agreed with its working. It also shows that the project leader cannot control the pressure at work and does not have the skills to manage it. 21 workers (38.2%) completely disagreed that project leader manages the stress better, 14 workers (25.5%) disagreed, 7 workers (12.7%) made no comments, 8 employees (14.5%) agreed with this statement and only 5 employees (9.1%) strongly disagreed.

4. Discussions and Conclusion:

The Leadership Human Resource (HR) planning has an important impact on the performance of the project. These variables are also absolutely correlated with project performance. The variables were operationalized by placing the HR planning for project performance. In the questionnaires, the questions were based on representatives of the HR planning, level of development and how did they affect use according to the nature of the project under study (Rodrigues & Bowers, 1996). The outcomes show that the

variables of HR planning have a real and important effect on the performance of the project. Leadership can be increased through the personal skills of the leader. It should be proactive in his work. The leader should have the capacity to motivate his workers and it is possible only if he is educated and experienced. The project leader should lead the team from the beginning and play an important role in project success. He should try to build a friendly environment for working and helps his workers in achieving the job. The leader should be able to analyze the situation and make a strategic plan to solve the problems throughout the project.

5. References

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