

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس ٢٠-٠٥-٢٠٢١ 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 ١٢.
 - 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 MOTIVATION ON PROJECT SUCCESS IN SAUDI BINLADIN GROUP.

1-Introduction:

1.1-Leadership review:

- Leadership or leader can influence people, show their best potential, and improve unwanted qualities to achieve his vision. This is done by motivating them, communicating with them, and sharing their goals.
- Developing an understanding of the impact leadership can make on employees' motivation is important. In the past, the mission of leader in relation to employee's motivation has not been clear and leaders frequently undermined the importance of developing effective relationship with stakeholders including the employees.

1.2- The purpose of the research:

- Demonstrate and discuss the best methods of motivational skill in a project using the Leadership Style transformational.

1.3- motivation review:

- Motivation is something that moves the person to action and continues him during action already initiated. Each person has different motivations from others, and an effective leader is the one who can determine the motives of each member of his team and make them work for obtaining them.
- **Motivation has three key elements:**
 - 1- The energy element is a measure of intensity or drive where the quality of the effort is considered along with its intensity.
 - 2- High levels of effort lead to favorable job performance when the effort is directed toward, and consistent with, organizational goals.

- 3- Finally, motivation includes a persistence dimension where employees keep putting forth effort to achieve those goals.

1.4- Theories of Motivation:

- To understand motivation, we need to historicize its theories. Theorists of motivation such as Maslow, Mayo,
- Herzberg, McGregor, and Vroom have contributed to human understanding of this topic. Although These theories are not new, but they still are relevant today.
- According to, probably one of the most famous theories of motivation is Maslow's Hierarchy of Human Needs Theory. This theory suggests that people have five levels of human needs and they are in order physiological, safety, belonging, self-esteem and self-actualization. According to first level must be satisfied before moving to the next level and so on. While physiological needs were enough to motivate people in the past, claims that today's employees are looking for higher needs to be satisfied.
- Another theory of motivation is the theory of X and Y for McGregor. In this theory, McGregor placed people in two groups; X group who are the people interested in rewards and compensation, and Y group who are the self-directed people and who are looking for challenges. Herzberg is another theorist who studied employee's motivation and developed a thesis which categorizes motivation in two groups: motivators and hygiene. Hygiene factors are the extrinsic motivators such as benefits, salary while the motivators are intrinsically oriented such as challenging work and greater responsibilities.

1.5- Leadership Style transformational:

- The transformational leadership style is one of the most implemented styles. It has integrity, defines clear goals, encourages clear steps to communication and expressive.
- This type of leader inspires their team to work together towards a common target.
- Transformational leaders combine the best practices and are leaders who are trusted and can motivate others

2-Methodology of the research:

- Excerpts from previous scholarly studies, an analysis of skills and methods, and some examples used in the project I am working on and the resulting impact.

3-Literature review:

- Ali M. Alghazo, Meshal Al-Anazi ,June 2016"The Impact of Leadership Style on Employee's Motivation "
The result of this study is that managers who wish to be more effective may need to be more inspiring, supportive, resourceful, and working to develop the capabilities of their subordinates.
- Sharon M. Johnson and Subhashis Nandy ,2015" LEADERSHIP SKILLS, JOB SATISFACTION, AND MOTIVATION IN THE WORKPLACE "
It is imperative to improve the qualities of the leader within the organizations and create open communication channels to appreciate the employees and get to know them. Which will lead to increased job satisfaction and financial return.

4- Results and Discussion

- Before going into the results and discussions of the study, I would like to notice that the project on which the study was conducted is a construction project "The Grand Mosque Expansion Project" and the specific category of the study is about 130 people, and they are the ones I lead.
- After studying the importance of motivation and the skills of a leader. Questionnaires and opinion polls are conducted to find out the most important motives that make employees more effective, and they were analyzed as follows:

1. Financial motive

The reason behind the business is to make money and meet the physiological needs according to Maslow's theory. It was noticed that everyone agreed on his desire for financial motivation, which has a very large impact on the efficiency and quality of work.

2. Moral or social motivation

What is meant is the leader's praise for his team, their efforts, and their respect.

It was noted that it has a very significant impact on team spirit and confidence building, especially on the category: technicians, engineers, and the elderly.

3. Motives for giving holidays

All people need to rest and spend time with their family and friends. It was for this motive A very strong desire among the people of the country of the category: engineers and administrators. But it has not yet been enforced due to company policies.

4. Motivation earning bigger challenges

According to the McClelland theory, Professional technicians and engineers have a great passion and need to keep up with their knowledge and update it constantly and prove their capabilities in achieving complex goals, which drives them to innovate innovative methods and increase the quality and efficiency of work.

5. Safety motives

According to Maslow's theory of needs, everyone needs to feel safe, do no harm, and meet material needs. The higher the sense of safety and stability, the higher the job satisfaction and the ability to work efficiently.

- We conclude from this that each leader must develop his communication skills to find out the motives of all members of his team and the strengths they have. for influencing them and motivating them to achieve goals.
- but remembers " Once a need is substantially satisfied, it no longer motivates".
- Every organization differs in the way motivation is given, but an effective leader will know how to influence all stakeholders and achieve his vision.
- There is a famous saying, "Happiness hides behind hard work "

5-References

- Leadership: Theory and Practice, 7th Edition.
- Intrinsic Motivation at Work: 2nd Edition: What Really Drives Employee Engagement.
- Davis, Beverly M. (2004). The impact of leadership on employee motivation.
- Hiam, A. (2003). Motivational management: Inspiring your people for maximum performance. New York, NY: American Management Association.