

MIDOCEAN UNIVERSITY

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Department / Project Management



Effective leadership in improving the performance of work teams in
projects

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Introduction to scientific research:

Effective leadership is a key focus of the success of organizations and projects, especially in environments that rely on multidisciplinary teams. The roles of leaders vary between planning, organizing, motivating, and directing towards achieving specific goals, which makes studying this

The topic is of great importance

Scientific research:

This research examines the relationship between effective leadership style and the level of performance of work teams in projects, with a focus on the factors affecting this performance.

Structure and components of the research proposal:

- 1- Research title
- 2- Introduction to the research
- 3- Research problem
- 4- The importance of research
- 5- Research objectives
- 6- Research hypotheses
- 7- Research methodology
- 8- Data collection tools
- 9- Field study
- 10- Reference list

Title and topic of the research:

The role of effective leadership in improving the performance of work teams in projects

Research introduction:

Successful projects require the combined efforts of the teams working on them, and leadership is an essential factor in ensuring the harmony of these efforts and achieving the desired goals.

Search problem:

Poor team performance in some projects due to lack of effective leadership or poor practices.

Importance of research:

The importance of research is highlighted in its contribution to understanding the impact of effective leadership on the performance of project teams, which helps improve work environments and project results.

Reference list:

- 1-Yukl,G.(2013) Leadership in Organizations.
- 2- Bass,B.M.& Avolio, B.J (1994) Improving organizational effectiveness through transformational leadership.
- 3- Robbins.S.P & Judge T.A (2019) Organizational behavior.

Methodological elements of quantitative research on the role of effective leadership in improving the performance of work teams in projects:

First: Research objectives

Overall objective:

- Analyze the impact of effective leadership on the performance of work teams in projects within contemporary work environments.

Sub-objectives:

1-Determine the impact of a transformational leadership style on team productivity.

2-Measuring the relationship between leadership communication skills and team collaboration.

3-Study the role of leader participation in raising the efficiency of teamwork.

4-Evaluating the impact of motivation and appreciation from the leader on the team's performance level.

5-Measuring the extent to which the leader's clarity of vision contributes to achieving project goals.

Second: Research hypotheses

Null hypothesis (H_0)

There is no statistically significant relationship between effective leadership and team performance in projects

Alternative hypothesis (H_1)

There is a statistically significant relationship between effective leadership and team performance in projects

Sub-hypotheses:

$H_{1.1}$ - Transformational leadership style has no effect on team productivity (H_0).

$H_{1.1}$ - (H_1)The transformational leadership style has an impact on the productivity of work teams (H_1).

$H_{1.2}$ - There is no relationship between leadership communication skills and team member collaboration (H_0).

$H_{1.2}$ - There is a relationship between leadership communication skills and team member collaboration (H_1).

Third: Research model

Independent variable:

Effective leadership style: motivational leadership – participatory – transformative – authoritarian – democratic

Dependent variables :

- Team productivity
- Punctuality
- Quality of achievement
- Collaboration within the team
- Team members' satisfaction

Model representation:

Effective leadership ———▶ team performance

└──▶ Productivity

└──▶ Cooperation

└──▶ Quality of achievement

Fourth: Field study.

Sample:

Sample members: Employees within project teams in a specific sector.

- Sample size: 100 – 200 individuals.
- Sample method: simple random or stratified sample.

Data collection tools:

- Closed questionnaire using a Likert scale.
- Limited qualitative interviews (optional).

Steps to reach the field:

- Coordination with participating institutions.
- Send electronic invitations to participate.
- Ensure participant confidentiality and encourage voluntary responses.

Fifth: Ethical considerations:

Obtain participants' consent voluntarily.

Ensuring complete confidentiality and non-disclosure of the identity of participants.

Use of data for academic purposes only.

Clarify the participant's right to withdraw at any time.

Adherence to the instructions of the Scientific Research Ethics Committee.

Sixth: Representation and the possibility of generalization

Representing diverse segments of employees.

Generalize the results to similar work environments, indicating the limits of generalization.

Clarify constraints such as: geographical boundaries – corporate culture – different leadership models.

The role of effective leadership in improving the performance of work teams in projects:

An analytical quantitative study to test hypotheses

Introduction:

This study examines the relationship between effective leadership styles and the level of performance of work teams in a project environment. It aims to test specific hypotheses using data analysis tools to reach statistically supported conclusions.

Study problem:

To what extent does effective leadership (transformative, participatory, directive) affect the performance of project teams?

Study objectives:

- Measuring the relationship between effective leadership and team performance.
- Determine the impact of driving style on performance quality.
- Testing hypotheses linking leadership characteristics and performance indicators.

Study hypotheses:

- 1- Hypothesis (H1): There is a statistically significant relationship between transformational leadership and improved team performance.
- 2- Hypothesis (H2): There is a positive impact of participatory leadership on collaboration within the team.
- 3- Hypothesis (H3): Autocratic leadership reduces team member satisfaction.

Research methodology:

Curriculum: Quantitative Curriculum (Quantitative Method)

Study tool: closed questionnaire (Likert Scale 1–5)

Community and sample:

- Study population: Employees working in multi-sectoral projects

- Sample size: 120 participants

Selection method: stratified random sample

Study variables:

- Independent variable: leadership style (transformational, participatory, directive)
- Dependent variable: team performance (commitment, quality, collaboration, achievement)

Data analysis:

Analysis software: SPSS or Excel

Statistical methods:

- Analysis of frequencies and averages

T-test and ANOVA

Pearson correlation coefficient

- Regression analysis (Regression Analysis)

Expected results:

The results are expected to show that transformational leadership has the most positive impact on performance.

Participatory leadership is likely associated with higher collaboration and satisfaction.

- Steering leadership may show limited or negative results.

Conclusion:

This study provides a practical basis that can be used in developing leadership programs in organizations, and enables managers to choose the most appropriate leadership style for their teams based on studied quantitative data.

Recommendations:

- Directing leadership training programs towards transformative approaches.
- Building incentive policies based on feedback.
- Promoting a culture of collaborative work.

Research questionnaire on the role of effective leadership in improving work team performance

Dear Participant/Participant.

This questionnaire aims to collect project workers' opinions about the impact of leadership styles on work team performance. Please answer accurately and honestly, noting that the information will be used for scientific research purposes only and in complete confidentiality.

First: General data:

Gender: ☐ Male ☐ Female

Age: ☐ less than 25 ☐ 25-35 ☐ 36-45 ☐ more than 45

Years of project experience: ☐ less than 3 years ☐ 3-5 years ☐ more than 5 years

Sector: ☐ Government ☐ Private ☐ Non-profit

Second: Opinions about leadership and team performance:

Please specify your degree of agreement with the following statements according to the scale:

1 I strongly disagree 2 I disagree 3 Neutral 4 I agree 5 I strongly agree

1	A team leader inspires us to achieve better results	1	2	3	4	5
2	We are involved in making decisions related to the project	1	2	3	4	5
3	A leader provides a work environment that encourages creativity	1	2	3	4	5
4	The leader regularly monitors the team's performance and guides us when needed	1	2	3	4	5
5	There is effective communication between the leader and team members	1	2	3	4	5
6	Leadership style affects the quality of work done	1	2	3	4	5
7	Having an effective leader reduces conflicts within the team	1	2	3	4	5
8	Good leadership increases team member satisfaction	1	2	3	4	5
9	The team's efforts are recognized and appreciated	1	2	3	4	5
10	Leadership contributes to increasing the efficiency of cooperation between team members	1	2	3	4	5