



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

**An Exploratory Study of Employee Performance in One of the Joint Ventures of the
King Abdulaziz Public Transport Project - Riyadh Metro**

دراسة استكشافية لأداء الموظفين في إحدى انتلافات مشروع الملك عبدالعزيز للنقل العام - قطار الرياض

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Introduction:

The King Abdulaziz Public Transport Project is one of the most ambitious public transport projects in Saudi Arabia, aimed at improving the public transport system in Riyadh. The Riyadh Metro, one of the key components of the project, is expected to transform the way people travel in the city. As with any large-scale project, the success of the Riyadh Metro depends on the performance of its employees. This proposal outlines an exploratory study of employee performance in one of the Joint Ventures of the King Abdulaziz Public Transport Project – Riyadh Metro.

Research question:

What are the factors that influence employee performance in one of the Joint Ventures of the King Abdulaziz Public Transport Project – Riyadh Metro?

Objectives:

- To explore the factors that influence employee performance in one of the Joint Ventures of the King Abdulaziz Public Transport Project – Riyadh Metro.
- To identify the challenges faced by employees in the Joint Ventures and how these challenges affect their performance.
- To suggest ways to improve employee performance in the Joint Ventures.

Literature review:

The proposed study is based on the following literature:

According to the study by Yavas et al. (2014), job satisfaction is positively related to employee performance. Therefore, it is important to identify the factors that affect job satisfaction in the context of the Riyadh Metro project.

The study by Al-Darrab (2015) found that employee engagement is positively related to employee performance. Therefore, it is important to identify the factors that affect employee engagement in the context of the Riyadh Metro project.

The study by Al-Tit et al. (2017) found that leadership style is positively related to employee performance. Therefore, it is important to identify the leadership style adopted by the management of the JV and how it affects employee performance.

The study by Al-Swidi and Al-Hosam (2014) found that the work environment is positively related to employee performance. Therefore, it is important to identify the factors that affect the work environment in the context of the Riyadh Metro project.

Methodology:

The proposed study will use two methods, qualitative data collection and desk research. Interviews with 5% - 10% of employees in the Joint Venture construction company that has 300 employees. In addition to that, the study will use disk research for similar studies for benchmarking.

Sample:

The sample for the study will comprise employees from one of the JV of the King Abdulaziz Public Transport Project – Riyadh Metro. The sample will be selected using a purposive sampling technique. The sample size will be determined based on the principles of saturation sampling.

Data Analysis:

The data collected through the interviews will be analyzed using qualitative analysis, and predefined criteria.

Expected Outcomes:

- Performance development.
- The path of working harmony despite the different companies.
- Develop ways of effective communication between members of the coalition.

- The most important obstacles and problems expected by employees under coalitions.
- Ways to develop and take experience from employees with specialized skills and experience, and benefit from being in the consortium.
- Best personality for leaders to raise the level of performance within the coalition.

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