

Everyone's Smart University

Project (Spring 2021)

Student Name	Nada Gamal Abdelmohsen Mohammed Youssef	اسم الطالب
Students I.D	2021202774	الرقم الجامعي

Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ آخر 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 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 المجالات 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 on Employee's

1. Introduction

Leadership has been an important aspect in the affairs of men as far back as the beginning of the ages. It has provided the compass with which humanity found its way in times when existence needed to be maintained or change became desirable. It has shaped the way many reasons; it has shaped civilizations, industries, and institutions.

and attracting and retaining employees in this age has become increasingly challenging [1]. Globalization and multinational factors have contributed to make human resources more and more demanding. At the same time, motivating employees have been found to be a catalyst for employees' performance and therefore for organization success. The challenges that are faced by companies in this age are not comparable with the challenges of the past. [1]

Leaders and managers play an important role in creating an atmosphere and culture of enthusiasm and productivity among the employees that help them do what they need to do. This study examines Impact of Leadership on Employees Motivation. and what motivates employees working in work. What do the leaders currently do to motivate their employees and what they will need to do in the future. [2]

2. Literature Review

2.1. Theories of Motivation

Motivation is a state-of-mind, filled with energy and enthusiasm, which drives a person to work in a certain way to achieve desired goals. It is important to ensure that every team member in an organization is motivated. These motivation theories provide great understanding on how people behave and what motivates them. There are many theories of motivation. Some of the famous motivation theories include Maslow's hierarchy-Fig.1, Herzberg's two factor theory-Fig.2, McClelland's theory-Fig.3, shown in following figures:

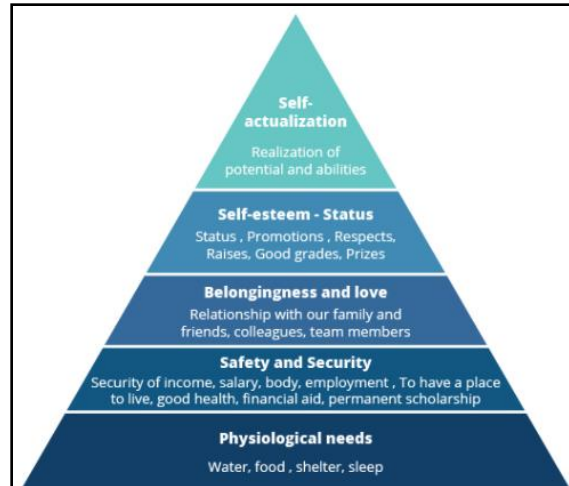


Fig. 1. Maslow's hierarchy of needs

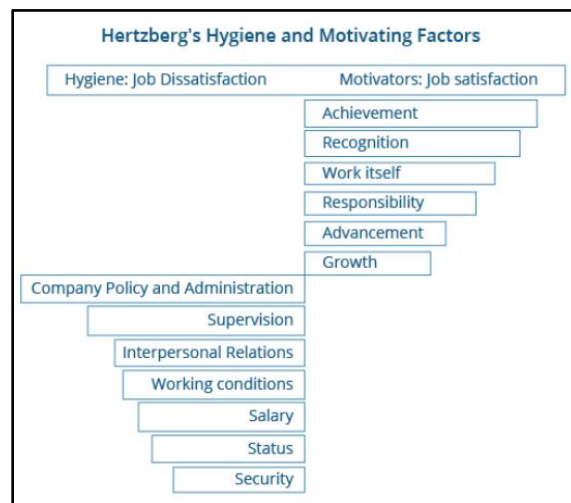


Fig. 2. Hertzberg's Hygiene & Motivating Factors

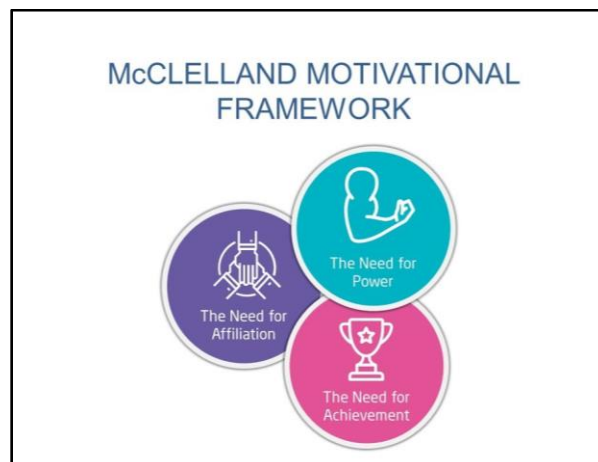


Fig. 3. McClelland's theory of needs

The leader will have to understand the specific need of every individual in the team and accordingly work to help fulfil their needs.[3]

2.2. Leadership and Motivation

Developing an understanding of the impact leadership can make on employees' motivation is important [4]. In the past, the mission of leader in relation to employee's motivation has not been clear [1]. and leaders frequently undermined the importance of developing effective relationship with stakeholders including the employees [5]. Some employees simply motivated by the job security, others by clear company policies, power, recognition, compensation, on the other side, there is a category of employees who are intrinsically motivated who are just enjoying what they do [6]

2.3. Leadership Styles

There are many leadership styles such as authoritarian, paternalistic, democratic, laissez-faire, transactional and transformational [7]. Additionally, transactional leaders do not motivate their employees or help them in a career growth.

On the other hand, transformational leadership is inspirational, challenging, charismatic, stimulating and always developing the capability of the employees. As a result, employees are willingly work towards their full potential inspired by transformational leader [8].

2.4. Leadership and Decision-Making Styles

According in article [9] discussed variety of ways through which leaders can make decision. He maintained that leader could expand or limit the participation of employees in the decision-making process. These procedures as follows:

- Autocratic Decision: in this case, employees have no say at all, and the leader or manager is having full influence over the decision.
- Consultation: leader makes the decision but after taking other employees' opinion.
- Joint Decision: leader has equal influence over decision just same other employees.
- Delegation: the authority of decision-making is given to another employee by the leader.

When leaders engage their employees in making the decision it will enhance his quality, enhance employee's satisfaction, and foster development of employee's skills [9],[1].

2.5. Power of Motivation

Motivation has the power to energize people not only by pushing them towards the right direction but by meeting their basic human needs of self-esteem, belonging, recognition, feeling of self-directedness and the ability to live one's ideals [10].

According to Root in his article [11], managers who follow Autocratic leadership styles (make decisions by themselves without consulting employees) can be beneficial decision speed matters and when managers are knowledgeable and this by turn makes employees more comfortable and motivated with this type of leadership.[1]

3. Methodology

The literary reviews tool was used for theoretical research, and the various sources and references related to the same topic were reviewed, such as: the Saudi digital Library, the Google search engine and ResearchGate site. depends on views analysis, systems, actors, and experiments because of the intentional method (leaders), or the actors (Employees) constitutional method based on (Companies Policy).

Qualitative approach is used when you want to understand the phenomenon and take into consideration personal opinions [12]. Such qualitative analysis will assist in acquiring a better understanding of the specific context.

For examples, some employees may agree that transformational leadership is more likely to lead to a better job satisfaction. unlike some other employees who see it is not a big matter to work with any type of leader. That means it must managers who want to motivate their staff shall be respectful, supportive, and put the needs of their subordinates first. In addition to listening to employees' voices is important to improve the work environment and motivate employees. Because squeeze and waiting until last minute to do intervention (transactional leadership), could have potential negative consequences.

4. Results and Discussions

When good leadership is in the workplace, it can be felt throughout the entire organization. The employees feel that they are an important part of the whole and that every job is important within the company. They are encouraged to compete to the best of their ability

to move forward and understand that helping their co-workers succeed is the best way to move forward and keep employees well.

Unlike bad leadership, there is a lack of clear and consistent communication from leadership to employees. They are unsure of the company's goals and objectives for success and have no idea how it fits into that image. Promotion decisions are not based on integrity or talent, and employees will be in a hostile position to each other.

5. Recommendations and Conclusion

The proposed outcomes of this research about the (leadership styles and its effect on employee motivation) hold multi-dimensional benefits, such as:

- That leaders who adapt participative and transformational leadership are more likely to create an atmosphere of motivation among their employees.
- That managers who want to be more effective might need to be more inspirational, supportive, resourceful, and work to develop their subordinate's capabilities.
- Employees are motivated by rewards.
- Certain methods that are employed to improve the loyalty of an employee to his leader/manager can be suggested.
- Leaders must be conscious of the priorities of both the employee and the organization.
- Leaders must encourage employees to harness opportunities while also learning how to overcome the challenges around them.

6. References

- [1]. Ali M. Alghazo, Meshal Al-Anazi. (2016, Nov 5). *The Impact of Leadership Style on Employee's Motivation*. Retrieved from Research Gate:
https://www.researchgate.net/profile/Ali-Alghazo/publication/310585872_The_Impact_of_Leadership_Style_on_Employee%27s_Motivation/links/5831cc7708ae138f1c079f5c/The-Impact-of-Leadership-Style-on-Employees-Motivation.pdf

- [2]. Altheeb, S. A. (2020, Aug). *Leadership Style and Employee Motivation: A Study of Saudi Arabian Work Environment*. Retrieved from ERIC education:
<https://files.eric.ed.gov/fulltext/EJ1271842.pdf>

- [3]. Buddhika Karunaratne, M. (n.d.). *IMPACT OF LEADERSHIP STYLES ON EMPLOYEES' MOTIVATION: A CASE STUDY OF SHAHJALAL ISLAMI BANK LIMITED, BANGLADESH*. Retrieved from Linnaeus University: <http://www.diva-portal.se/smash/get/diva2:1322964/FULLTEXT01.pdf>

- [3]. Chand, S. (2014). *Motivation Theories: Top 8 Theories of Motivation – Explained!* Retrieved from Your Article Library:
<https://www.yourarticlelibrary.com/motivation/motivation-theories-top-8-theories-of-motivation-explained/35377>

- [4]. Kotter, J. (1996). *Leading change*. Boston, MA: Harvard Business School Press.

- [5]. Kuczmarski, S. and Kuczmarski, T. (1995). *Values-based leadership rebuilding employee commitment, performance, and productivity*. Englewood Cliffs, NJ: Prentice Hall, Inc.

- [6]. Broder, M. S., (n.d.). *Motivation in the Workplace for Optimal Results Is Not a 'One Size Fits All' Implementation*. Retrieved July 12, 2015, from
http://www.huffingtonpost.com/michaels-broder-phd/employee-motivation-productivity-_b_2615208.html

- [7]. Riedle, D. (2015). *Transformational vs. Transactional Leaders: How Different Leadership Behaviors and Communication Styles Affect Levels of Employee Motivation in the Financial Industry*. *Southern Illinois University at Edwardsville, ProQuest Dissertations Publishing*. Retrieved from
<https://search.proquest.com/openview/534116a20fc635755b4f10eeea2bceaa/1?pq-origsite=gscholar&cbl=18750&diss=y>

- [8]. Bass, B. M. (1985). *Leadership and performance beyond expectations*. New York: Free Press.

- [9]. Yurkl, G. (2013). *Leadership in Organization*. England: Pearson Education

- [10]. Kotter, J. (1999). What leaders really do. Boston, MA: Harvard Business Review Book.
- [11]. Dana Al Rahbi, Khalizani Khalid, Mehmood Khan . (2017). THE EFFECTS OF LEADERSHIP STYLES ON TEAM MOTIVATION. *Academy of Strategic Management Journal* . Retrieved from <https://www.abacademies.org/articles/The-effects-of-leadership-styles-1939-6104-16-3-113.pdf>
- [12]. Tracey, S. (2013). Qualitative Research Methods: Collecting Evidence, Crafting Analysis, Communicating Impact. Malden, MA: Wiley-Blackwell.

7. Appendix

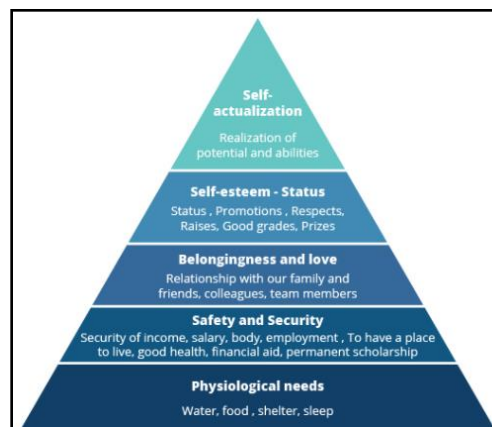


Fig. 1. Maslow's hierarchy of needs

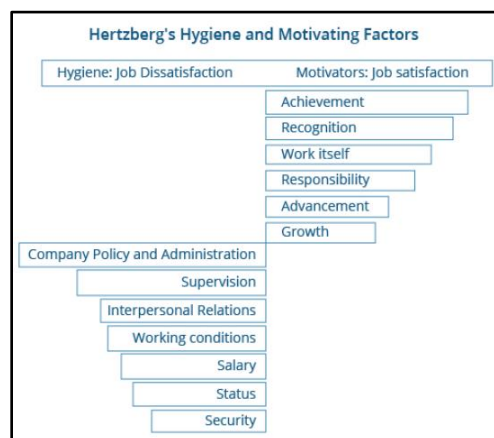


Fig. 2. Hertzberg's Hygiene & Motivating Factors



Fig. 3. McClelland's theory of needs