

Everyone's Smart University

Project (Spring 2021)

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

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 SKILLS ON PROJECT SUCCESS IN KING SAUD UNIVERSITY MEDICAL CITY

Introduction:

Leadership is that the art of motivating a bunch of individuals to act toward achieving a common goal. Leadership will mean leading staff and colleagues with a technique to fulfill the company's desires during a business setting.

Leadership captures the necessities of having the ability and ready to inspire others. Effective leadership is predicated upon ideas both original and borrowed that area unit effectively communicated to others in an exceedingly method that engages them enough to act because the leader needs them to act.

A leader conjures up others to act whereas at the same time leading the method that they act. They need to be attractive enough for others to follow their orders. They should have the vital thinking skills to understand the most uncomplicated thanks to use the associate organization's disposal resources.

As we learned in this course there are many leadership styles and I will talk in this research about autocratic leadership style. Autocratic leadership, conjointly called authoritarian leadership, is characterized by individual management's overall choices and little input from group members. Autocratic leaders generally create decisions that supported their ideas and judgments and infrequently settled for a recommendation from followers. Autocratic leadership involves absolute, authoritarian management over a group.

The autocratic leadership style is the one that is used in my organization. As mentioned above about the autocratic, I can see all of that in my work by the decisions made without consulting the expert, and that will have the good and the bad things at the same time. Especially of look for the influence on motivating the staff to gain the maximum productivity and this is the skill that I will discuss.

Literature Review and Conceptual framework:

Research studies examining autocratic leadership are numerous, with much of the focus on the negative effect of autocratic leaders on employee motivation (e.g., De Cremer, 2006).

consequently, high PSM individuals are more motivated as they are given opportunities to serve the public good (Caillier, 2015; Wright, Moynihan, & Pandey, 2012). It follows that when public officials create an environment that allows individuals to more effectively serve society by distributing responsibility, empowering workers, and including them in decisions, individuals with high PSM are likely to approve of such leadership efforts. This notion is implied in research that has found a relationship between transformational leadership (a type of democratic leadership) and PSM (Wright et al., 2012).

Autocratic leadership style is found to be more dominant and exhibits significant negative relationship with employees' motivation, whereas democratic and laissez-faire leadership styles are shown to positively predict motivation of employees (Muhammad Fiaz, 2017).

Methodology:

In this research, I applied a quantitative approach because the data is mainly numbers. Since the research demanded on my organization, the data is collected from the HR sections about the number of resigned employees. This number was collected to determine the dropout and its relation to the employees' low motivation resulted from the leadership style. The relationship is determined through the forums that are provided by the HR to each resigned employee before he/she leaves.

As we take the number of the Middle-Level employee they were 45 employees, and we look at their ages, and we found 23 of them between 45-50 years old, 12 of them between 40-45 years old and the rest between 30-40 years old. From this, the job dropout for the year 2020 was calculated and compared with the previous figures of the organization.

The leadership style, among other factors, affect the

Results and Discussion:

Table 1:

age	number of employees	resignation	%	number of employees that gives in survey rating scales 1-5 (1or2) for their leaders
45-50	23	2	9%	0
40-45	12	2	17%	1
30-40	10	4	40%	3

As shown in the indicated table, the number of those who resigned decreases directly with age development. that will adversely affect the organization's future through job resignation of more than 40% for those aged 30-40?

It has also increased you through job dropout compared to previous years within the organization after changing its leadership style.

3 out of 4 resigns gave a bad evaluation of his management for those aged 30-40, and one out of 2 gave a bad rating for his management.

The research is based on the leadership of the autocratic leadership style and Its negative impact on this return from the high number of annual resignations within the organization and the high bad evaluation of employees for their management.

The influence of leadership style on employee motivation is evident, and this supports our research that there is a negative influence on employees from dictatorial leadership style. But solutions must be found to motivate workers through the theories and the ability of the organization to activate the appropriate approach.

Autocratic leadership style was found to be more rampant in our given organization, which results in lack of employees' motivation. Though autocratic style could not be omitted altogether, but its dominance could be reduced to a certain level by the training of

prospective leaders in an appropriate way to enhance employees' motivation (Muhammad Fiaz,2017).

As the study suggested, we can benefit from motivational theories by training leaders on motivational methods. I suggested using the Goal-Setting Theory. as we study in the course, it provides people to do better if they get feedback on how well they're progressing toward their goals.

Though the findings of this research are context specific, however they are in line with the theoretical assumptions of autocratic style (Van Vugt et al., 2004).

References:

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