

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday May / 11 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس 2021-05-20 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. (اختياري).

{اكتب أسماء فصول وأقسام (البحث / المشروع) الخاص بك، وناقش بإيجاز ما ستكتبه في كل قسم}.

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

MFA- Impact of Motivation Leadership Skills

1. Introduction

One of the roles of effective leadership is to be able to motivate others towards achieving both personal and organizational goals. Motivation is an underlying force that encourages people to achieve their goals. Every organization must have the appropriate leadership skills to influence motivation as a defining factor in organizational success. Under the right motivation, employees are able to dedicate all their efforts towards achieving business objectives. Therefore, leaders must be able to understand the key motivating factors to use in encouraging their employees to explore their maximum potential for the benefit of their entity.

2. Problem Statement

Employees face various challenges both at home and at their workplaces. These challenges often affect their workplace performance, which in turn interferes with the attainment of organizational goals. The main role of leaders is to help workers overcome these struggles and the best way to achieve this aim is to motivate them. Therefore, leadership entails understanding the best approach to motivate their subordinates. While there are a range of approaches that can guide in the motivating process, choosing the best approach to obtain the necessary level of motivation is the most critical issue.

2.1 Research Aim

This study seeks to understand the best leadership style to motivate employees towards exploring their full potential. The findings will form a basis for improving employee management and enhancing their performance. It will also form the basis for the assessment of the most appropriate theory for motivating employees.

2.2 Research Objectives

- To determine the most effective leadership strategy that improves employee motivation.
- To identify the key motivating factors that help improve employee performance.

2.3 Research Question

1. How does leadership style contribute to employee motivation?

3. Literature Review and Conceptual Framework

The modern century is characterized by a highly competitive operating environment that demands effective leadership. According to Bass (1990), problems, the unpredictable changes, and uncertainties require determined leaders who can inspire employees to engage enthusiastically and share their responsibilities in ensuring that the organization achieves its goals (Kappen, 2010). Leadership is one of the most essential success factors in the modern dynamic business environment. Without it, employees lose their focus, which may lead to a disorganized work environment. Without motivation, employees cannot perform to their best. Therefore, it is important to understand the key elements of leadership and motivation theories that guide employee performance.

The success of leadership depends on several elements, including theories and styles. Leadership theories are divided into four major categories: behavioral, contingency, trait, and power and influence (Ferguson). The behavioral theory classifies leadership into autocratic, democracy, and laissez-faire techniques. Autocratic leaders make decisions by themselves without consulting others. Democratic leaders consult their team members when making decisions, whereas laissez-faire leaders prefer noninterference, which bestows the power to make decisions on the team members. Under the trait theory, leaders have specific characteristics that distinguish them from the rest of the people (Ahmed, Nawaz, & Khan, 2016). The contingency theory notes

that no leadership style suits all situations. Instead each style changes based on the prevailing situation. The power and influence theory features the power and influence techniques that leaders use to accomplish goals. Leader styles can affect everyone from senior management to the newest intern.

Leaders have to inspire their employees by utilizing certain motivational elements. The most notable model that exposes these elements is Abraham Maslow's motivational theory, which has guided managers in identifying the essential elements that appeal to their employees. The theory classified human needs into five main classes: psychological, safety, social, self-esteem, and self-actualization (McLeod). Maslow's theory of motivation asserts that people work to satisfy their unmet needs (Gitman et al., 2018). Once the specific needs are satisfied, they strive to meet other needs. According to McLeod, needs that are lower in the hierarchy must be satisfied first and then those higher up have to be satisfied later. Despite the rampant studies done on Maslow's needs, there is limited research on how leaders play a role in helping consumers meet these needs.

4. Methodology

The study will utilize a systematic review; in which it will be based on already existing information on how leaders have influenced their employees towards meeting their various needs. For example, the analysis will focus on how leaders have helped employees meet their psychological needs, build their self-esteem, and ensure self-actualization. Several studies exist on how leaders have inspired individuals towards meeting their physical and other basic needs. However, once these needs are satisfied, the individual has to aspire for a better life. Therefore, after researching on the studies on how leaders inspired employees to satisfy their physiological needs, the research will focus on how leaders inspired employees to meet their safety, social, esteem, and self-actualization needs.

The research will mainly incorporate peer reviewed sources found in main libraries, such as EBSCOhost and Proquest. The inclusion criteria will be sources that are less than 10 years old. It will also include only studies covering the role of leadership in the achievement of Maslow's needs. Besides, the criteria will include both qualitative and quantitative studies, in which case the quantitative studies will be prioritized because they give more reliable information from the subjects. The exclusion criteria will include any study that is over 10 years old.

5. Results and Discussion

Leaders mainly use salary increments to motivate their employees to work hard. A higher salary guarantees the employees better life by ensuring that they can access more of their basic needs. For instance, by having a better salary, the employees can access a variety of foods, better houses, and better clothes. An internet search on the topic does not reveal any association between salary increments and satisfaction of the first level of Maslow's hierarchy of needs. Therefore, this research will focus on confirming how leadership skills further inspire employees to strive to meet their psychological needs.

Most studies focus on how leaders utilize the self-determination theory to motivate their employees towards achieving their goals. The self-determination theory explains employee motivation based on positive outcomes that include commitment, well-being, and engagement in their workplaces. According to Forner et al., leaders operationalize the self-determination theory to support the basic psychological needs of their employees in an effort to motivate them towards better performance. This study will focus on exploring the specific leadership skills that support employees' autonomy and competence.

Conclusion

Maslow's needs theory is one of the models that effectively explain the relationship between human motivation and their needs. People have different levels of needs and will strive to fulfil the most basic ones, which are defined as psychological. After fulfilling them, they will focus on the next level of needs, according to the Maslow's hierarchy and continue with the trend until they achieve self-actualization. Leaders play an essential role in ensuring that they meet these goals. Most studies only explain how these needs serve as motivating factors, without addressing the role of leaders in this process. Therefore, this research will focus on assessing how leaders facilitate the attainment of these goals.

Works Cited

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- Gitman, Lawrence J., et al. "Maslow's Hierarchy of Needs." *Introduction to Business*, OpenStax, 18 Sept. 2018, opentextbc.ca/businessopenstax/chapter/maslows-hierarchy-of-needs/.
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Appendices:

MFA: Ministry of Foreign Affairs.