The Effect of Transformational Leadership Type on the Human Resources Performance of Zain Co. the Company of Mobile Communications in Kuwait.

Mohammed Bader Al-Mutairi, 2010

Supervised by: Professor Tariq Shareef Younis

Abstract

This study aimed at the recognition of the effect of transformational leadership type on the performance of human resources in Zain, the company of mobile communications in the state of Kuwait.

The independent variable were represented by the dimensions of the transformational leadership which are: the charismatic personality, motivation, inspiration, personal caring, vision, intellectual encouragement, and change while performance pattern with its two divisions (efficiency and effectiveness) constituted the dependent variable in this study.

The study is consisted of four chapters, the first chapter deals with the theoretical frame, the second chapters is about the previous studies and the research approach and technique, the third chapter presents, analyses and examines the research relations and its sample, while the fourth chapter manipulates the research end, conclusions and recommendations.

For achieving the research objectives and to examine thesis, a questionnaire of (40) items has been developed and distributed on the research sample which is 25% of Zain staff randomly selected.

(323) questionnaire sheets have been distributed, (294) of which have been returned back, (7) sheets have been omitted for incomplete data, while (287) have been subject to analysis.
The restoration percentage was 88% which is a good percentage. The convenient statistical techniques have been used to analyze the study data and to examine the thesis using the ready made statistical patch (SPSS) and descriptive statistics measures: percentages, recurrences, Kronpakh coefficient, and Pierson coefficient. And the following are the results of the study:

There is a relation of immaterial effect between the all of the transformational leadership faculties and the performance of the human resources in Zain the company of mobile communications in Kuwait.

There is a relation of immaterial effect between the charismatic personality and the performance of the human resources in Zain the company of mobile communications in Kuwait.

There is a relation of immaterial effect between inspiration, motivation and reinforcement and the performance of the human resources in Zain the company of mobile communications in Kuwait.

There is a relation of immaterial effect between personal caring and the performance of the human resources in Zain the company of mobile communications in Kuwait.

There is a relation of immaterial effect between vision and the performance of the human resources in Zain the company of mobile communications in Kuwait.

There is a relation of immaterial effect between creative encouragement and the performance of the human resources in Zain the company of mobile communications in Kuwait.

There is a relation of immaterial effect between change and the performance of the human resources in Zain the company of mobile communications in Kuwait.
**Recommendations:**

In the light of the results concluded from this study and the circumstances of field application, the researcher has concluded his recommendations which are summarized as follows:

Necessity to encourage the usage of style and principles of transformational leadership at work environment, for its positive effect to enhance performance in an organization.

Strengthening communication between the superiors and subordinates, through devoting time for listing to subordinates opinions and such activities that serves the same purpose.

Necessity of organize training courses, discussion workshops for the purpose of training superiors the faculties of transformational leadership, specially developing the leaders' charismatic characters.

Using the modern scientific approaches in performing work tasks and to provide a work environment encouraging creativeness and innovations of workers.

The necessity to look after the personal and practical needs of workers and to give them a chance to participate in building the future vision of their organization.

The importance to practice planned change and development in organizations and to encourage managers to practice empowering and authorization processes.

The necessity to popularize culture of motivation and inspiration through publications, periodicals and essays directed to leaders of communications companies in Kuwait.
To benefit from subordinates innovations through devoting seminars for leaders and employees for training them on brainstorming and ways of creative thinking, such techniques can help them to innovate and create.

Establishing specialized centers for preparing leaders, training them on modern administrative trends and on leading organizations in the light of the rapid technical development.

Establishing specialized centers for looking after innovators to develop their creative abilities and performance aiming at encouraging them to do their utmost.