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Impact of Project Manager's Transformational Leadership Style on Team Productivity: Empirical Evidence from IT Projects in Lahore

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Semester: Fall-2017

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Declaration of Authentication

I, Yasir Ali Khan, Student in the Department of Management Sciences, Bahria University, Lahore Campus, certify that the research work presented in the thesis is to the best of my knowledge, my own. All resources used and help received in the preparation of this dissertation have been acknowledged. I hereby declare that I have not submitted this material, either in whole or in the part, for any other degree at this or other institution.

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Acknowledgements

Thanks to Allah Almighty, the author of knowledge and wisdom, for his countless love. He has blessed me with the company of people who are unique in their own way and have been of immense help to me throughout this dissertation. The success and final outcome of this dissertation required a lot of guidance.

My sincere thanks to the Director Bahria University Lahore Campus, Commodore (R) M Amjad Zaman SI(M) (Retired) for providing the platform for better study and research facilities in the campus.

I am highly indebted to my Principle supervisor, Dr. Farrukh Jaleel, for his continuous support and regular supervision for this research. I express deep and sincere gratitude to my Co-supervisor Sir Imran Asghar and Cluster Head of the Management Sciences department, Sir. Shahzad Ahmad for his sincere support for this research.

I am grateful for the sincere efforts of all my teachers of MS Project Management who taught and helped me to reach at this stage. My thanks to the Coordinator/Student Advisor MS Weekend Programs, Mr. Nauman Ali for his continuous support and sincere coordination throughout this MS program.

I am thankful to my mother and father for believing in me and by their continuous prayers due to which I am at this stage.

This dissertation is dedicated to my loving, caring, supportive wife whose continuous support and encouragement helped me to achieve this. Last but not the least my cute little fairy like daughter Abeeha who always believe that YouTube is more interesting that this boring typing baba. ☺

Abstract

This research is conducted with the intention to analyze the impact of transformational leadership on team productivity in IT project of Lahore, Pakistan. Information technology industry is growing with full boom all over the world. Various solution/service providers try to innovate things with high precision, accurate, cost effective meeting the user expectations. The utmost limelight is the skilled human resource who ensures the project success. After reviewing the detailed literature it has been found that team productivity is not something that can be achieved just by technology, it needs skilled resource with the a qualities of high performing leadership.

Previous research indicates that transformational leadership style is the prominent leadership style among various leadership approaches. Various researchers viewed this phenomena differently. Some are of the view that leadership and specifically transformational leadership has an impact on team productivity. Whereas some researchers thinks that there are various factors which directly or indirectly leaves an impact leadership style and team productivity. For the purpose of research a sample population of 150 managers and team members has been taken from various IT companies of Lahore Pakistan. Leadership data has been collected from the team members whereas team productivity data has been taken from team leaders. Final results shows direct and solid influence of transformational leadership on team productivity in IT projects in Lahore Pakistan.

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List of Abbreviations

Abbreviations	Definitions
TFL	Transformational Leadership
II	Idealized Influence
IM	Inspirational Motivation
IS	Intellectual Stimulation
IC	Individualized Consideration

Table #1