

The Impact of Team support, Shared Leadership, Team building strategies and the moderating role of Trust on Virtual Team Effectiveness.



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I, Bashar Iftikhar, MS(PM). Student in the Department of Management Sciences, Bahria University. Islamabad, certify that the research work presented in this thesis is to the best of my knowledge my own. All sources used and any 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 part, for any other degree at this or other institution.

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DEDICATION

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Abstract

Information Technology industry in Pakistan is growing with great pace. More research and actions needed to be done in order to increase its output. To enhance the effectiveness of virtual teams researchers and practitioners need to work on different factors, areas, that include team support, shared leadership and team building strategies to find their impact on virtual team effectiveness. The nature of this research is empirical that explains the impact of team support, shared leadership and team building strategies on virtual team effectiveness. The research also studies the impact of trust as a moderator while moderating between relationship of team support, shared leadership, team building strategies and virtual team effectiveness. The data for this study was collected from twin cities of Pakistan. A total of 264 sample size was used that include project team members, project managers and coordinators. The results shows that team support, shared leadership and team building strategies have positive relationship with virtual team effectiveness. The results shows that there is a moderation effect of trust between team support, shared leadership, team building strategies and virtual team effectiveness. The research emphasis on that project teams should pay attention on these factors to enhance coordination, goals, trust in order to improve effectiveness of the team.

Keywords: virtual team, team effectiveness, project effectiveness, team support, shared leadership, team building strategies, team trust.