

THE ROLE OF LEADER ON MOTIVATING WORKFORCE



By

THRASYVOULOU ERATO

MBA in BUSINESS ADMINISTRATION

Neapolis University Pafos

Pafos, Cyprus

2017

Submitted to the school of Business Studies

In partial fulfillment of the requirements

For the degree of

MBA in Business Administration

Advisor:

Dr. Aggelos Tsaklanganos

Declaration of Authenticity

I confirm that this assignment is my own work, and that no parts have been copied from any other person's work (published or unpublished), and has not previously submitted for assessment. I confirm that I have read and understood the Department and University regulations on plagiarism in the Course Handbook.

Acknowledgements

I dedicate this work with special gratitude to my family, Anastasia and Andreas, to my uncle Michalis and to my fiancé Costas for their support me in my effort to gain my first degree when they were not financially able to do so and due to they have always been a source for encouragement and inspiration.

I also dedicate this dissertation to my many friends and especially my colleagues in the masters' course who became a second family to me, proving that age difference is never an obstacle for true friendships to arise.

Eventually, I would like to dedicate this work to all the professors of Neapolis University and especially to my supervisor Mr. Aggelos Tsaklanganos for his patience, assistance, support, guidance during my dissertation work and to Mr. Costantinos Athanasopoulos for his encouragement and support in order to start MBA master.

Abstract

Employee commitment and motivation is one of the cornerstones of human resource management since it is closely linked to human behavior and performance in the organization. It identifies the most critical attitudes of workers to work and commitment to the organization.

Theories developed around motivation have been trying to answer questions about what makes people want to work more or less, what determines behavior towards work and organization and which variables must be influenced and in which direction the worker is motivated to perform more. At the same time, motivation can be a useful tool for increasing the efficiency and effectiveness of employees.

The purpose of this paper is to study the concept and role of leadership in the context of motivation of different employees, discussing the particular factors and the methods that a leader should use in order to motivate effectively the employees.

The dissertation consists of five parts. The first part is the introductory part. The second part covers the theoretical background of the thesis. In this chapter, there is a long list of models, investigations, contradictions, and rejections of the results of the major theorists and researchers of HRM and motivation. The third part of the dissertation refers to the research methodology of our research. We then analyze the results of our research. While in the final chapter of the dissertation, we report on the constraints and difficulties that have arisen in conducting the results of our research as well as the conclusions that we have reached. Our aim is to apply the theory in practice as well as to clarify certain concepts, especially in terms of employee motivation, leadership and commitment.