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# Leadership in Engineering Management In Cyprus

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## STATEMENT OF ORIGINAL AUTHORSHIP

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The work contained in this thesis has not been previously submitted for a degree or diploma at any other higher education institution. To the best of my knowledge and belief, the thesis contains no material previously published or written by another person except where due reference is made.

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Odysseas Erodotou

## **ABSTRACT**

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Nowadays, where markets are becoming extremely demanding and competitive there is a need for project success. What is more, there is a need for someone who will be able to lead the process of the project, a leader, a project manager or someone special with the most appropriate skills. The main purpose of this research is to address the importance and key role of leadership in project management.

Some of the objectives of this thesis are to define the leadership styles in construction projects and to explore successful methodologies for project management. Especially, factors, such as time, budget and quality will be discussed. Importantly, another aim of this dissertation is to appraise the involvement degree of young engineers on project management. More especially, the below research questions will be tested:

- Do project managers need to have leadership qualifications?
- Do project managers in Cyprus have leadership qualifications?
- Which leadership style is employed in engineering companies in Cyprus?
- Do project managers in Cyprus use a specific project management methodology?
- Who can be a successful leader/ project manager? What are the skills for a successful leader/project manager?
- Are young engineers involved in project management?

This thesis consists of two parts: the literature review, which is the theoretical section and the questionnaires analysis which is the empirical section. The theoretical research focused on a considerable amount of background knowledge from books and academic journals, focusing on successful project management and leadership styles. However, the major research is then based on questionnaire analysis. The people answered the questionnaires included project managers, leaders and employees in the engineering industry.

The most important findings of the study include the following:

1. The relationship between project management and young engineers involvement is positive and significant.
2. The owner of the company is usually the project manager and the leader as well.
3. There is not a specific project management methodology on engineering project management.
4. Leadership is necessary on project management and a key factor for project success.
5. Training is important for people who wish to become a successful leader.
6. Although leaders haven't been trained on leadership subjects their leadership actions are characterized by the initiating structure and consideration leadership style.
7. Successful conflict management styles are established in the majority of tested companies
8. Engineers are lacking innovation and productivity

This research will provide a clearer understanding of the concept of successful project management and leadership in projects. Finally, the study concludes with recommendations for future research especially for young engineers involved in such projects.

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## TABLE OF CONTENTS

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STATEMENT OF ORIGINAL AUTHORSHIP .....	iv
ABSTRACT.....	v
ACKNOWLEDGEMENTS .....	vii
TABLE OF CONTENTS .....	viii
LIST OF FIGURES .....	ix
LIST OF TABLES.....	x
1. INTRODUCTION .....	11
1.1 Overview .....	11
1.2 Background .....	11
1.3 Research Objectives .....	12
2. LITERATURE REVIEW .....	13
2.1 The Importance of Project Management .....	13
2.2 Leading projects to success .....	14
2.3 Project Management Methodologies .....	18
2.4 Project manager’s responsibilities.....	21
2.5 Leadership Styles in Project Management.....	22
2.5.1 Authentic leadership .....	24
2.5.2 Self-management leadership .....	26
2.5.3 Transformational and Transactional Leadership.....	27
2.5.4 Consideration and Initiating Structure leadership .....	30
2.6 Interpersonal Conflict Management Styles at Work .....	32
2.7 The Successful Leader .....	35
2.7.1 Creativity .....	35
2.7.2 Innovation .....	36
2.7.3 Productivity.....	37
3. METHODOLOGY .....	39
3.1 Description of Business .....	39
3.2 Collecting of data method .....	40
3.3 Questionnaire Design and Analysis.....	41
3.4 Analysis of data method.....	42
3.5 Ethical considerations.....	42
4. DATA ANALYSIS AND DISCUSSION.....	44
5. CONCLUSIONS/RECOMMENDATIONS .....	76
5.1 Main Findings of the Research .....	76
5.2 Correlation of the Literature review and Questionnaire Results .....	78
5.3 Limitations.....	79
5.4 Area for further research .....	80
5.4. Recommendations.....	80
6. BIBLIOGRAPHY .....	82
7. APPENDICES.....	89

## LIST OF FIGURES

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Figure 1: The 4-D model (Harvey, 2010) .....	19
Figure 2 : Respondents' Gender .....	45
Figure 3 : Respondent's Age .....	46
Figure 4 : Respondent's Years of Experience.....	47
Figure 5 : Respondent's role in company.....	48
Figure 6 : Respondent's level of Education .....	49
Figure 7 : Have you received any training on project management? .....	50
Figure 8 : Do you use any specific project management methodology?.....	51
Figure 9 : Have you received any training on leadership?.....	51
Figure 10 : Leadership Importance .....	54
Figure 11: Authentic Leadership Assessment.....	59
Figure 12: Self-Management Behaviour Assessment .....	62
Figure 13 : Initiating Structure & Consideration Behaviour Assessment.....	65
Figure 14 : Respondent's level of Education .....	68
Figure 15 : Interpersonal Conflict Management Styles at work.....	71
Figure 16 : Creativity, Innovation types & Productivity in Organization .....	74

## LIST OF TABLES

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Table 1: Respondent's Gender .....	45
Table 2 : Respondent's Age.....	46
Table 3 : Respondent's Years of Experience.....	47
Table 4 : Respondent's company role .....	48
Table 5 : Respondent's level of Education .....	49
Table 6 : Training on project management and leadership.....	50
Table 7 : Leadership Importance .....	52
Table 8: Mean scores for each of the statements groups .....	53
Table 9: Anova for Leadership Importance .....	53
Table 10 : Authentic Leadership Assessment .....	57
Table 11: Mean scores for each of the statements groups .....	58
Table 12: Anova for Authentic Leadership Assessment.....	58
Table 13 : Self-Management Behaviour Assessment .....	60
Table 14: Mean scores for each of the statements groups .....	61
Table 15: Anova for Self-Management Behaviour Assessment .....	61
Table 16 : Initiating Structure & Consideration Behaviour Assessment.....	63
Table 17: Mean scores for each of the statements groups .....	64
Table 18: Anova for Initiating Structure & Consideration Behaviour Assessment.....	64
Table 19 : Transformational & Transactional Behaviour Assessment.....	66
Table 20: Mean scores for each of the statements groups .....	67
Table 21: Anova for Transformational & Transactional Behaviour Assessment.....	67
Table 14 : Interpersonal Conflict Management Styles at work .....	69
Table 23: Mean scores for each of the statements groups .....	70
Table 24: Interpersonal Conflict Management Styles at work.....	70
Table 15 : Creativity, Innovation types & Productivity in Organization .....	72
Table 26: Mean scores for each of the statements groups .....	73
Table 27: Anova for Transformational & Transactional Behaviour Assessment.....	73