

# Outlining area that would like to pursue for my doctoral dissertation

[Business](#)



## A Research Proposal on the Effect of Servant Leadership in Creating a Peaceful Political Environment and Conducive Environment for Economic Progress Introduction

Robert Greenleaf, who was an acclaimed researcher in the 20th century, first coined the term 'servant leadership' and based on his definition of the term it can be stated that the term combines a philosophy as well as set of practices that positively impact on the lives of others. According to Blanchard and Phil, servant leadership is a philosophy or practice whereby a person engages with others in order to gain authority rather than power (2-3). Spears added that servant leadership involves transforming management from an authoritarian style to a collaborative leadership style whereby leaders focus a synergistic relationship with other parties (21-23).

An example of a leader who has demonstrated servant leadership is Sheikh Zayed Bin Sultan Al Nahyan, who is the current President of the United Arab Emirates. Using Sheikh Zayed Bin Sultan Al Nahyan, this research study proposes to investigate how servant leadership that has been demonstrated by him has contributed to the peaceful political environment in the country, which is contrary to other Islamic states such as Syria, Yemen, and Egypt that have continued to witness political arrest over the past few years (Beaumont, 47-49). Secondly, the research study proposes to establish how the President's servant leadership has created a conducive environment for economic progress that UAE has recorded over the past years.

The research will employ an investigative approach, which will apply the use of secondary and primary research methods. Under primary research methods, the researcher will randomly select participants from the UAE in

order to get their view on the effect of servant leadership in creating a peaceful political environment and conducive environment for economic progress.

#### Research aim

To establish the effects of servant leadership in creating a peaceful political environment and conducive environment for economic progress

#### Research questions

- a) What practices and attributes entails servant leadership?
- b) What are the effects of servant leadership on the political environment of a country?
- c) What are the effects of servant leadership on the economic environment of a country?

#### References

Beaumont, Peter. Summer of Unrest: Revolution Road: Reflections on the Arab Spring. Random House, 2011 Print

Blanchard, Kenneth H, and Phil Hodges. The Servant Leader: Transforming Your Heart, Head, Hands, & Habits. Nashville, Tenn: J. Countryman, 2003.

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Spears, Larry C. Focus on Leadership: Servant-leadership for the Twenty-First Century. New York: John Wiley & Sons, 2001. Internet Source

A Research Proposal on the Investigation of the Impact of Total Quality Management on Employees' Productivity

#### Introduction

This research study will be based on the concept of total quality management but it will take a detour from the common studies that have

been undertaken in regards to this concept, which have largely been centered on management issues. Moreover, studies conducted by Creech stated that total quality management (TQM) at creating excellence and due to this fact (8); it focuses on promoting the right attitudes within organisations and even implementing control measures in order to avoid costly mistakes (Evans and Lindsey, 45-48). The detour will lead to a research study that seeks to investigate the impact of TQM on the level of productivity amongst the employees. Productivity in this context will refer to the performance measure of both employee effectiveness and efficiency. Because of the nature of the research questions, the researcher will select a few organisations that have been reported to have implemented TQM and from these organisations the researcher will seek to gather the opinion of the employees regarding the actual impact of TQM on employees' productivity.

#### Research aim

The main aim of this research study is to investigate the actual impact of TQM on the level of employees' productivity.

#### Research questions

- a) How are the fundamental concepts/ principles of TQM implemented within organisations?
- b) What are the aspects of management that influence the level of employees' productivity?
- c) What are the impact of these concepts/ principles of TQM on employees' level of productivity?

#### References

Creech, Bill. The Five Pillars of TQM: How to Make Total Quality Management

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(7th edition). Wesley, USA: Thompson South-Western, 2008 Print