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**The effectiveness of leadership in achieving
organizational performance in voluntary
organizations**

As master degree requirements

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2016

Summary

Frist: The Problem of the Study and Its Importance:

Non governmental organizations (Voluntary Organizations) are considered one of the most important social ones , that contain all efforts (governmental , civil together) to rise with local community , they depend mainly on their leadership to achieve goals , to perform its roles .

So , they (Voluntary Organizations) represent the link between government or the state and majority of mass people in community , also they necessary to all societies and citizens , also the study of performance and crucial factors related are very important for management as the only way to determine efficiency & effectiveness level in Voluntary Organizations, so we can say individual performance level influence mainly on organizational unit performance and on Voluntary Organizations performance too .

So , the organizational performance was considered the most important matter , cause we see it as the main goal for Voluntary Organizations (survival and sustainability) also to face external & internal environmental challenges . so Voluntary Organizations seek to make new organizational performance as main goal that leads to sub ones to apply sustainability and development .

So organizational performance is mirror to reflects goals , especially if they work in unstable and changing environment , so organizational performance is very important for Voluntary Organizations.

Also , effective leadership is one of components to evaluate organizational performance , where they affect on organization in general and employee in private to adapt with goals . and to meet the Voluntary Organizations goals .through , concentrating on group team work .and to consider social changes and challenges . so the title of current study was " The effectiveness of leadership in achieving organizational performance in voluntary organizations "

Second: Objectives of the Study:

The current study aims to attains main goal as :

To measure The effectiveness of leadership in achieving organizational performance in voluntary organizations.

And there are sub- goals as following :

1. To measure the effective of leadership to achieve individuals performance level in frame of organizational units through Voluntary Organizations
2. To measure the effective of leadership to achieve organizational performance level in Voluntary Organizations.

3. To measure the effective of leadership to achieve organizational performance in light of economic , environment , social and cultural frames .
4. To measure the effective of leadership to save resources and capabilities (human , physical , technical).
5. To specify obstacles to limit the organizational performance in Voluntary Organizations.
6. To make recommendations and suggestions to activate The effectiveness of leadership in achieving organizational performance in voluntary organizations Voluntary Organizations.

Third : Enquiries of the Study:

The current study aims to answer the following question as :

What is the effectiveness to achieve organizational performance in ?

Then there are sub- questions as :

1. What is the effective of leadership to achieve individuals performance level in frame of organizational units through Voluntary Organizations?
2. What is the effective of leadership to achieve organizational performance level in Voluntary Organizations?
3. What is the effective of leadership to achieve organizational performance in light of economic , environment , social and cultural frames ?

4. What is the effective of leadership to save resources and capabilities (human , physical , technical)?
5. What is obstacles to limit the organizational performance in Voluntary Organizations?
6. What are recommendations and suggestions to activate organizational performance in Voluntary Organizations?

Fourth: Concepts of the Study:

The current study includes the following concepts as :

- effectiveness .
- efficiency
- of leadership.
- effective of leadership.
- Organizational performance.
- Voluntary Organizations.

Fifth: Methodological Procedures of the Study:

1- Study type :

This study considered one of evaluative ones , to seeks to determine the actual value for changes related to efforts to develop work .so the study aims to evaluate the effectiveness leaderships in Voluntary Organizations, to identify their reasons and to increase the effectiveness of leadership and how to rise their efficiency .

2- The applied methodology :

According to the current study , the researcher has focused on quality & quantity approach with social survey for the following :

- Chefs on board in in fayoum governorate Voluntary Organizations - Employee Voluntary Organizations.

3- Study tools :

The current study focused on the following tools :

- Sheet to evaluate the organizational performance , was applied on boards chef in Voluntary Organizations (were 25)
- Sheet to evaluate the organizational performance in Voluntary Organizations, employee in fayoum city as(212 one) to determine the effectiveness of leadership .

• Statistical processing , uses and applied in study : the researcher has applied the following statistical research tools :

- Ratio
- Weight sum
- Pearson coefficient
- T test
- Analysis of one direction variance way .
- Relativity power .
- The weighted average

4- Study fields :

A) Place field :

It was represented in active 25 Voluntary Organizations, in fayoum city , was chosen by A set of conditions way

B) Human field :

- Comprehensive inventory, from chef in boards in fayoum city .25 one
- Comprehensive inventory , from employee in Voluntary Organizationsin fayoum city .212 one

C)Time field :

As the time to gather data from the field , from 13-4-2015 to 28-4-2015

Sixth: Results of the Study:

- **Results related to the first question:**

1. Encourage employees to express their opinions
2. listen to the ideas of employee.
3. organizational climate appropriate for work.
4. Taking into account the capacity of workers at the distribution of tasks and responsibilities.
5. allows employees to participate in the development of the activities and programs that are consistent with the needs of beneficiaries.
6. job descriptions for all employees association is available
7. Encourage employees to innovation at work

8. Using the latest styles at work
9. Employee participation in the development of the activities and programs that are consistent with the needs of beneficiaries
10. Do not employ the efforts of workers well

- **Results related to the second question:**

1. continuous coordination between organizational units through written regulations and specific rules of operation.
2. Encourage organizational units on using of modern technological methods in action
3. Encourage collaboration between organizational units
4. Provide effective communication channels between the organizational units
5. authorize the organizational units of the authority to make decisions for the benefit of the work

- no conflict between organizational units

- **Results related to the third question:**

1. The existence of indicators to follow up the workflow
2. flexible working within Voluntary Organizations
3. performance standards development constantly
4. Voluntary organizations special Bparwatha programs and database availability
5. Continuous analysis of data and information Voluntary organizations on programs and projects

6. interest in knowing the level of user satisfaction with the services provided to them
7. Provide projects and programs that meet the needs of beneficiaries
8. interest in knowing the priorities of the needs of beneficiaries and arrange them in order of importance
9. Voluntary Organizations determine the needs of the beneficiaries of their services.
10. Development services Voluntary Organizations with the needs of renewable
11. According to the current variables Voluntary Organizations operates

• **Results related to the fourth question:**

1. There is a plan for using technology
2. There is a modern data and information base
3. There is a management unit specialized for the management of financial resources
4. Employee Benefits from courses that Voluntary Organizations provided
5. Employee acquire the necessary personnel skills to do the work
6. There is a strategy plan to provide financial resources
7. Fixed resources available to achieve the objectives assigned to the Voluntary Organizations

• **Results related to the fifth question:**

1. lack of programs to hone leadership skills in the management of voluntary organizations

2. Absence of voluntary work experience of many members of the boards of voluntary organizations departments.
3. lack of adequate financial support for the completion of activities and programs.
4. The lack of adequate training programs hone the skills of employee
5. procedures and policies followed in the implementation of activities do not help to get the job done efficiently.
6. unavailability of-modern data and information databases
7. No keep up emerging environmental variables
8. lack of training programs hone the employee skills
9. leniency in the application of sanctions on negligent workers in the performance of their duties.
10. not to participate in the resolution of the various problems encountered in the performance of employees.