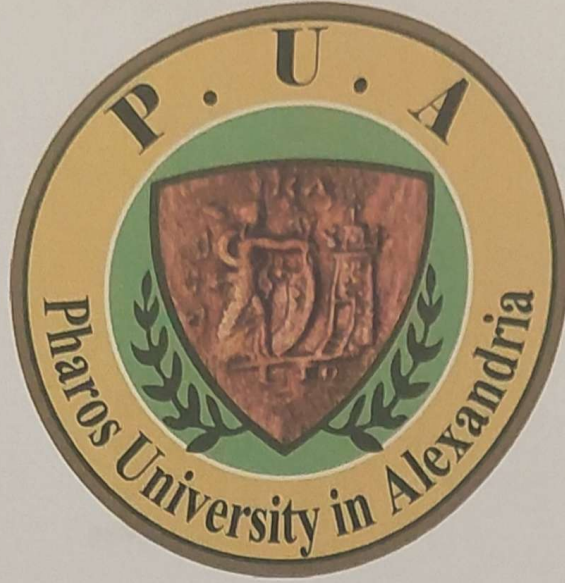




استكشاف تأثير عناصر القيادة التحويلية

دراسة حالة محمود العربي

يقدم هذا البحث إلى

كلية العلوم المالية و الإدارية
جامعة فاروس بالأسكندرية

إستكمالاً جزئياً لمتطلبات الحصول على درجة الماجستير المهني في إدارة الاعمال في
الموارد البشرية

مقدم من

202304285

إلهام مصطفى عبدالعاطي عوده

المشرف

د/ محمد عبدالفتاح رجب

Abstract

Leadership plays the most significant role in the world of organizations, especially with the intense competition among organizations at both the local and global levels. Due to globalization and the unprecedented developments in communication technology, the internet, and open skies, competition has become fiercer than ever before. Maintaining a competitive advantage that enables competition and sustainability in the market has become crucial. This study aimed to shed light on leadership and its importance in the success and growth of institutions. It also explores how different leadership styles, such as democratic, participative, servant, autocratic, and transformational leadership – each with its own characteristics and advantages – can influence the future and success of organizations. The study focused on the most influential and widely used of these styles in recent years, which is transformational leadership. This style is characterized by four key attributes: idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration. The research examined one of these leadership models in Egypt, namely Al-Haj Mahmoud Elaraby. His personal characteristics as a leader of one of the most important industrial companies in Egypt and the Arab world were analyzed by presenting his career path, various opinions, and stances, alongside the developments that occurred during his leadership of the company. The study concluded that Al-Haj Mahmoud Elaraby possesses most of the characteristics of a transformational leader and is considered a transformational leader with very special qualities. This is because the values and principles he was raised upon and which are deeply rooted in his personality, based on the Holy Quran and the Sunnah of the Messenger of Humanity, serve as the guiding light for his decisions and strategies that enabled the company to reach its current position in just a few decades.

Keywords: Leadership – Organizational Leadership – Mahmoud Elaraby – Idealized Influence – Inspirational Motivation – Intellectual Stimulation – Individualized Consideration