

The Impact of Participatory Leadership on Entrepreneurial Performance: An applied study in the information technology sector

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Abstract

This study aimed to investigate the impact of participatory leadership on entrepreneurial performance: an applied study in the information technology sector. The study relied on the descriptive analytical method using a field survey method. The questionnaire was used as a tool for the study. The study population consisted of all the 4000 employees of the information technology sector organizations in the King Hussein Business Park. The study employed sample consisted of (362) in IT companies withdrawn randomly. The main outcomes of this study confirmed that participatory leadership has a statistical significant impact on employees entrepreneurial performance of the IT companies, and most notably that there is a moderate level of participatory leadership and entrepreneurial performance in the information technology sector. The results also indicated that there is a statistically significant impact for participatory leadership with its dimensions (human relations, participation in decision-making, and delegation) on the entrepreneurial performance with its dimensions (efficiency, renewal, modernization, and advance planning) in the information technology sector. In light of these results, the study recommended the need for information technology sector organizations to delegate part of the authority to the workers, and to encourage that, in order to achieve the general goals of companies, which is reflected in motivating employees to innovate, creativity and excellence.

Keywords: Participatory Leadership, Entrepreneurial Performance, Information Technology.