



THE EFFECT OF LEADERSHIP PRACTICES TOWARDS A SUCCESSFUL SOFTWARE PROJECT

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Abstract

Information technology management is a strategic component of any business organization today. It is one of the driving forces behind globalization of world economies. Globalization and increased competition require that software products should be introduced to the market as early as possible. As a consequence, many companies try to achieve successful completion of software projects in order to place them ahead of competition.

IT companies have several ongoing projects and these projects are typically executed in team settings that require team members and project managers to interact with each other. Poor leadership of a project manager can significantly contribute to or cause project failure. Previous research studies have identified different critical success factors which can be used to measure if a particular IT project is a successful one or not. After establishing leadership as one of the critical success factors in IT projects, this study identifies the most appropriate leadership style/styles at the project management level for the successful execution of IT projects in the Sri Lankan market.

The sample for this research includes project managers and also developers from software companies. Data was gathered through a questionnaire. Two types of questionnaires were distributed respectively for managers and developers. Around 75 responses were received from developers and around 50 from project managers. Although it was deemed that formal interviews and forum discussions would greatly benefit the purpose of this research, such research methodology could not be performed due to the short time allocated to the research project.

Transformational, Transactional and Laissez-Faire leadership styles are the main leadership styles which were considered in the analysis of this research. As perceived



by both managers and subordinates, as the final research result the analysis revealed transformational leadership style as the most effective leadership style which gives high project success.

DECLARATION

"I certify that this thesis does not incorporate, without acknowledgement, any material previously submitted for a degree or diploma in any university to the best of my knowledge and believe and it does not contain any material previously published, written or orally communicated by another person or myself except where due reference is made in the text. I also hereby give consent for my dissertation, if accepted, to be made available for photocopying and for interlibrary loans, and for the title and summary to be made available to outside organizations"

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Supervisor

Mr. Shantha Fernando

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TABLE OF CONTENTS

DECLARATION.....	I
ACKNOWLEDGEMENT	II
ABSTRACT.....	III
1.1 Background of the Study.....	1
1.2 Problem Statement.....	2
1.3 Objectives	3
1.4 Scope of the Study	3
1.5 Chapter Outline.....	4
2.0 Introduction.....	5
2.1 What is a Project	5
2.2 How do Human Factors Influence Project Success.....	5
2.3 Why do Projects Fail.....	6
2.3.1 Not enough time	8
2.3.2 Insufficient budget.....	8
2.3.3 Poor communication.....	8
2.3.4 Inadequate testing.....	8
2.3.5 Never reviewing project progress	8
2.4 Success Factors of a Software project	9
2.5 Leadership in Projects.....	11
2.6 Leadership Skills	12
2.7 Sri Lankan it sector.....	16
3.0 Introduction.....	17
3.1 Conceptualization Model	17
3.2 Operationalization Variables.....	19
3.3 Data Collection Instrument.....	20
3.3.1 Developer’s questionnaire	21

3.3.2 Manager's Questionnaire.....	21
3.4 Sample of the Study.....	22
3.5 Method of Data Analysis.....	24
4.0 Introduction.....	25
4.1 Characteristics of the Sample.....	25
4.1.1 Gender Representation.....	25
4.1.2 Age Representation.....	26
4.1.3 Years of Experience in the Software Industry.....	28
4.2 Descriptive Analysis of Developers.....	29
4.2.1 Time.....	29
4.2.2 Budget/Cost.....	30
4.2.3 Resources.....	31
4.2.4 Requirements.....	32
4.2.5 Quality.....	33
4.2.6 Leadership qualities.....	34
4.3 Descriptive Analysis of Managers.....	36
4.3.1 Time.....	36
4.3.2 Budget/Cost.....	38
4.3.3 Resources.....	39
4.3.4 Requirements.....	40
4.3.5 Quality.....	41
4.3.6 Leadership qualities.....	42
5.0 Conclusions.....	44
5.1 Recommendations.....	45
5.2 Limitations.....	46
5.3 Future Research.....	47



LIST OF FIGURES

Figure 1: Leadership styles.....	15
Figure 2: Growth of the IT work force in Sri	16
Figure 3: Conceptual model	18
Figure 4: Graphical representation of the responses from managers	23
Figure 5: Graphical representation of the responses from developers.....	23
Figure 6: Gender representation of developers.....	25
Figure 7: Gender representation of managers.....	26
Figure 8: Age representation of managers.....	26
Figure 9: Age representation of developers.....	27
Figure 10: Years of experience as a manager	28
Figure 11: Years of experience as a developer.....	28
Figure 12: Histogram representation of the time factor - developer.....	29
Figure 13: Error bar chart of individual time factors -- developer	30
Figure 14: Histogram diagram of the cost factor -- developer.....	31
Figure 15: Histogram diagram of the resources factor -- developer.....	32
Figure 16: Histogram diagram of requirements -- developer.....	33
Figure 17: Histogram diagram of the quality factor -- developer	34
Figure 18: Error bar chart of the different three leadership qualities.....	35
Figure 19: Histogram diagram for the time factor -- managers	37
Figure 20: Error bar chart of individual time factors -- managers	37
Figure 21: Histogram diagram of the cost factor -- managers	38
Figure 22: Error bar diagram of individual resource factors -- managers	39
Figure 23: Histogram diagram of the resource factor -- managers	40
Figure 24: Error bar diagram of the individual elements of requirements -- managers.....	40
Figure 25: Histogram diagram of requirements -- managers.....	41
Figure 26: Histogram diagram of quality -- managers	42
Figure 27: Error bar chart of the three leadership qualities.....	43

LIST OF TABLES

Table 1: Project failure factors	7
Table 2: Project success factors.....	11
Table 3: Essential qualities and skills of IS project managers	13
Table 4: Operationalization variables	19
Table 5: Company information.....	22
Table 6: Time Factor - developer.....	29
Table 7: Cost factor - developer	30
Table 8: Resources - developer.....	31
Table 9: Requirements factor -- developer	32
Table 10: Quality factor – developer	33
Table 11: Descriptive statistics for of leadership qualities for successful software projects	35
Table 12: Descriptive statistics for of leadership qualities for unsuccessful software projects	35
Table 13: Time factor – managers.....	36
Table 14: Cost factor - managers.....	38
Table 15: Resource factor - managers.....	39
Table 16: Requirements – managers.....	41
Table 17: Quality -- managers.....	41
Table 18: Descriptive statistics of leadership qualities for successful software projects	42