

# THE IMPACT OF TRANSFORMATIONAL LEADERSHIP IN THE ORGANIZATIONAL DEVELOPMENT PROCESS AND ITS ROLE IN THE PROGRESS OF THE INDUSTRIAL SECTOR IN THE UAE

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Received: 14 March 2020 Revised and Accepted: 8 July 2020

## ABSTRACT

Business does not exist in an isolated condition. There are several factors, which combined the overall effectiveness in order to evaluate all the facts and findings, where the dynamic activities of the business proceedings maintain a huge impact on the overall managerial activities. Therefore, the entire study proved to be very much effective, while describing the roles as well as responsibilities about the process, which maintains a good impact of the transformational leadership in an organizational development process measured within the industrial sector in UAE. Change is one of the most integrated factors associated with any business perspectives. The concept behind evolving the overall effectiveness towards analyzing the facts and findings of the transformational leadership aspects determined some qualities such as leading by an example, making all the employees in the place of work feel that they are contributing to common goals defined the characteristics. Therefore, the combination of these points proved to be very much effective in determining the process of organizational development and its role in the Progress of the industrial sector in the UAE.

**KEYWORDS:** Transformational Leadership, the industrial sector, UAE.

## INTRODUCTION

The process and the role of different kinds of leadership styles and aspects defined the backbone of any organization operating their business in any sector (Gladstone et al., 2019). There are several forms and classifications of leadership, comprised the organizational behavior differently (Stewart and Brown, 2019). Nevertheless, the present analysis and findings described the process of transformational leadership aspects towards the organizational development process along with its role and impact in the industrial sector in the UAE (DeCenzo, Robbins and Verhulst, 2016). The findings of the study will shed light behind the reason why the roles of transformational leadership become very much significant now a day in different kinds of organizational operations along with its activities (Bratton and Gold, 2017). Change is a factor, which will remain constant in different kinds of business perspective. Therefore, based on the process towards maintaining a proper pace with the dynamic activities of the business proceedings, the role of the transformational leadership proved to be very much effective in the selected sector of the UAE (Mondy and Martocchio, 2016).

**RESEARCH AIMS AND OBJECTIVES**

UAE is one of the massive and most travelled destinations of all the time and comprised as the second-largest economy in the Arab World after Saudi Arabia. The net estimated GDP contribution to the country is around \$ 377 billion based on the overall industrial aspects of the country (Noe, et al., 2017). Therefore, it indicated that the industrial sector determined a substantial growth over the years due to its enriched management along with the impact of leadership in the entire industrial sector (Yahaya and Ebrahim, 2016). Based on the current industrial findings and interpretation, the following part of the analysis determined the objectives:

- To highlight the significance of Transformational leadership aspects
- To identify all the crucial factors, which affects the practice of the transformational leadership
- To identify a different kind of strategies with the view towards improving the employee's presence in the industrial sector across the country
- To identify and link the employee motivational factor with the process towards adopting the transformational leadership aspects in the organizational formations of the industries across UAE

**RESEARCH QUESTIONS**

- What is the significance of adopting the transformational leadership style?
- What are the factors that influence the transformational leadership style?
- How the industries across the selected destinations will be benefited by applying the transformational leadership style?
- What are the different kinds of strategies can be applied with the view towards determining the best effective use of transformational leadership style?

**THE RATIONALE OF THE STUDY**

There has been different researches and studies conducted in the direction towards identifying the roles of the transformational leadership style in different kinds of organizational perspectives. Nevertheless, the findings of the present study will shed light on the prospect towards evaluating the facts and findings of the transformational leadership style in the direction towards enhancing the overall organizational development along with its role in the progress of the industrial sector of UAE. Applications of various kinds of models shall be necessary with the view towards developing an in-depth analysis for the findings in the best possible manner enhancing the notion of the transformational leadership aspects.

**LITERATURE REVIEW**

The process towards evaluating the way in the direction towards applying the core concepts of various kinds of leadership style and approaches requires extensive research works and findings. Majorities of the selected factors in the current findings determined the role of the transformational leadership styles and aspects, which reviewed the impact of the transformational leadership in various kinds of organizational development progress in majorities of the industrial sector of UAE (Choi, Kim and Kang, 2017). Nevertheless, the following part of the study will determine some of the essential factor, which defined the role of transformational leadership towards the organizational development process in the industrial sector of the UAE, is as follows:

**INDIVIDUAL GROWTH AND DEVELOPMENT:**

There is a significant amount of growth identified in the application of the transformational leadership style (Kelly and MacDonald, 2019). The role of Abraham Maslow's hierarchy is one of the integrated parts of the transformational leadership style, which evolved the overall effectiveness of applying the core concepts of the strategized pyramid. Determining self-acquisition is the ultimate focal point of the findings, which evaluated the results of individual growth and development (Wright, 2019). Majorities of the employees working in different kinds of industrial sectors of the country got self-motivated to enhance their individual growth and development in the discussed leadership style.

**INCREASE PERFORMANCES**

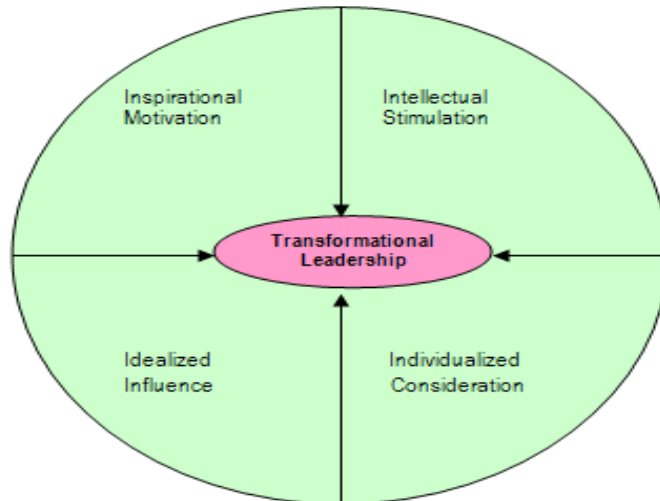
The ultimate objective of the findings is to evaluate the overall proceedings, which maintained the concept of the transformational leadership towards enhancing the development process of the organizational aspects in the industries of UAE (Trimble, 2019). Discussed in the earlier part of the analysis and findings, the business does not exist in an isolated condition. The dynamic factor in the overall findings comprised that the proceedings of the business need to be evaluated in such a manner, which adopt change (Trimble, 2019). Adopting change in regular business operations brings a lot of flexibility in the proceedings (Fiaz, Su and Saqib, 2017). Therefore, an increase in the flexibility will automatically enhance the performable parameters in majorities of the industries in UAE.

**ORGANIZATIONAL DEVELOPMENT AND CHANGE**

The impact of the application of transformational leadership style combined the overall process, which reaches every level of an organization (Nawaz and Khan, 2016). Every level of an organization comprised of different activities with different objectives. Therefore, the process towards adopting the core concept of the transformational leadership style allowed different companies operating their business proceedings and operations at any sector of the destinations will be able to find the best alternative solutions towards meeting various challenges (Amanchukwu, Stanley and Ololube, 2015). The challenges might include the company's reorganization, strategic redirection or downsizing.

**WIDE APPLICATIONS**

Application of the transformational leadership style, measured with the various aspects of the organizational proceedings maintains a wide and diverse application (Amanchukwu, Stanley and Ololube, 2015). Its beneficial aspects can be maintained at various industries operating their business at any industrial level. Therefore, the process proved that the selected organizational development and change evaluated the objectivities towards implying the best application of the transformational leadership styles and aspects. Improving the capability towards increasing the sales force, helping a company towards reshaping its image in the market place along with that developing a competitive and positive environment for the employees towards enhancing the flow and rhythms of the work in the best possible manner.

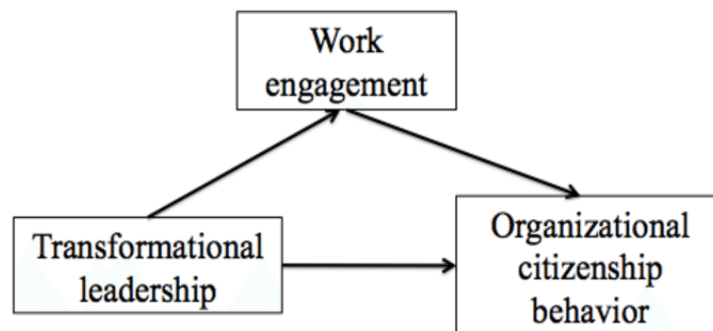


**Figure 1: Transformational Leadership**

(Source: Nawaz and Khan, 2016)

**DEVELOPING A CONCEPTUAL FRAMEWORK**

The notion of determining an effective conceptual framework developed the way in the direction towards how an organization will be able to identify all the factors, which comprised the proceedings towards evaluating the concepts of transformational leadership (Nawaz and Khan, 2016). Transforming the activities in the best possible manner comprised the way that the overall effectiveness of different companies associated with any industry was benefited by adopting a transformational leadership style (Fiaz, Su and Saqib, 2017). The outline of the conceptual framework determined the way in the direction towards analyzing all the specific factors, which influenced the role of transformational leadership style in majorities of the industries in the UAE.



**Figure 2: Conceptual Framework**

**Enhancing organizational development process with a transformational leadership style**

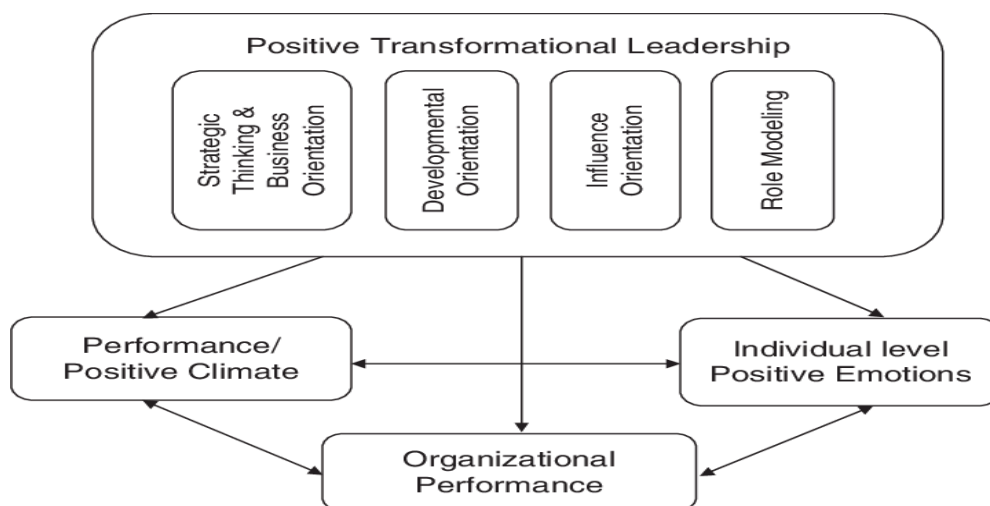
The notion of transformational leadership styles is one of the potentials of a proper change management system (Trimble, 2019). Different researches, as well as findings, concluded that in UAE majorities of the companies operating their business activities in different sector comprised the way in the direction towards the findings based on the transformational leadership style (Trimble, 2019). The business structure in different companies across UAE follows a proper change management system, where the overall organizational

framework comprised of the activities, which supports and adopts change. Therefore, developing a change management system develops a potential to address all the factors, which supports the organizational development process, indicating the way towards applying the fundamentals of the transformational leadership styles (Wright, 2019).

The link between the processes to enhance the notion of transformational leadership style indicated a proper change management system, which proved to be very much essential in the direction adopting the prospect the dynamic as well as the changing nature of the business (Kelly and MacDonald, 2019). Therefore, in the era of globalization, the process proved very much effective, which enhanced the way in the direction towards evaluating the potential of the transformational leader styles for the companies operating their business activities in UAE.

**CHARACTERISTICS OF TRANSFORMATIONAL LEADERSHIP**

The notion of applying the core concepts of transformational leadership differs with the practice of other leadership aspects. The process facilitates the definition of how the overall aspects indicated in the direction towards evaluating the motivational aspects of the organization (Choi, Kim and Kang, 2017). The characteristics described the close relationship between the aspects of the transformational leadership along with the overall organizational performance. The proceedings described a unique characteristic about how transformational leadership proved to be very much effective due to the fact towards driving the change in individual behavior in the direction to the achievement of the organizational goals and objectives (Yahaya and Ebrahim, 2016). Therefore, the overall results and findings conclude that the application of the transformational leadership whether in the industries of UAE or different kinds of institutional framework determined the way in the direction to have a great potential in the overall organizational perspective, which creates and supports the desired outcome for the operating results (Noe, et al., 2017).



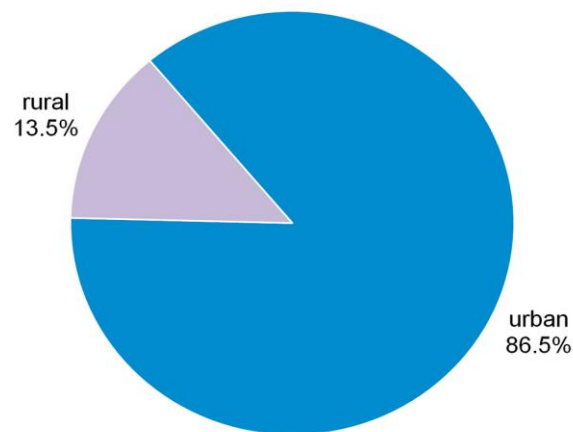
**Figure 3: Characteristics of transformational leadership**

(Source: Noe, et al., 2017)

### INDUSTRIAL ANALYSIS UAE

UAE as a country determined as a versatile framework in industrialization. The selected country maintains the top export market in the Middle East for the United States. The country is the home to different kinds of international industry trends, where it supports well attended international trade shows in multiple sectors (Mondy and Martocchio, 2016). This provides unparalleled opportunities for industrialization in the country and maintains a substantial rate in the overall growth of the GDP in the best possible manner (Noe, et al., 2017). Industries in UAE as a whole are diversified in major aspects, where role towards developing proper organizational formation contributes as one of the most essential aspects (Bratton and Gold, 2017). Similarly, there are several significant points, which analyzed the overall framework, with the view towards comprising all the activities indicated the industrial progression based on the impact of the transformational leadership style.

**United Arab Emirates urban-rural (2018)**



**Figure 4: Percentage of Industrial Analysis UAE**

(Source: Gladstone et al., 2019)

### **Role of transformational leadership style towards enhancing organizational motivation in any industry**

A wide range of factors identified in the overall proceedings, which demonstrated the way in the direction towards evaluating the effectiveness of organizational innovation (DeCenzo, Robbins and Verhulst, 2016). The role of the top managers along with their various leadership aspects and styles determined the way in majorities of companies in the UAE operating their overall business activities in any sector towards accomplishing their organizational goals in a defined manner (Kelly and MacDonald, 2019). There are several classifications of the determined points, where the overall proceedings of the transformational leadership aspects described the ways, which led towards the creations of industrial innovation (Stewart and Brown, 2019). Nevertheless, the following part of the analysis described the way in the direction towards identifying the impact

of the transformational leadership style for the organizational development process and its role in the Progress of industrial sector in UAE (Gladstone et al., 2019).

The role of the transformational leadership style developed a supportive context with the view towards enhancing the overall performance measures. Along with that, the process generated a considerable amount of attention in different kinds of industrial performances across the UAE due to its potential implications towards enhancing performance orientation in different kinds of the industrial sector of the country (Stewart and Brown, 2019). Different kinds of researches along with an in-depth analysis of proved that the selected leadership styles and aspects combined the way in the direction towards influencing the employee's behavior and commitment in the direction towards increasing the knowledge sharing process along with mainlining a proper work culture and climate (DeCenzo, Robbins and Verhulst, 2016).

The reason behind, the success stories for majorities of the UAE companies across the different industry are due to its healthy work culture, which positively influenced the performance level of the organization (Bratton and Gold, 2017). Therefore, applying the core concepts of the transformational leadership styles combined with four major factors such as idealized influence, inspirational motivation, intellectual stimulation, and Individual consideration defined how majorities of the industries in UAE developed innovative ways leading the team members in a defined direction towards accomplishing the common organizational goals (Mondy and Martocchio, 2016).

#### **MODEL EXISTING (THEORETICAL FRAMEWORK)**

The review in the literature does not indicate the transformational leadership, which have a positive impact on the overall performance of the organization. Based on the assumptions along with the anticipated outcome understanding all the crucial factors, which comprised the overall theoretical framework, about how transformational leadership influences organizational performance (Fiaz, Su and Saqib, 2017). Therefore, in order to determine the theoretical aspects, there are some elements of the transformational leadership approach, which may play a more significant role in shaping the organizational outcome

#### **RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP ALONG WITH PERFORMANCE**

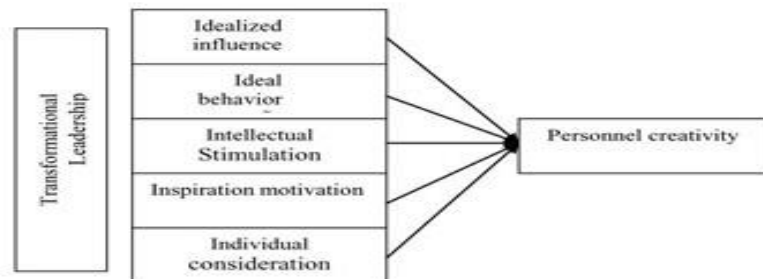
The process towards indicating the way in the direction towards evolving the concept of the transformational maintains a positive impact in the overall performance parameters of the organizational aspects (Noe, et al., 2017). With the view towards understanding as well as determining, all the influential factors of the four crucial components of the leadership style comprised as well as examined by various scholars (Nawaz and Khan, 2016). Different authors developed certain conceptual framework because the role of the transformational leadership maintains a direct impact over the organizational climate (Yahaya and Ebrahim, 2016). The process facilitates the concept towards accomplishing the overall organizational goals and aspects, about leadership theories, affects specific aspects of the employees along with organizational behavior to shape the outcome (Choi, Kim and Kang, 2017).

**RELATIONSHIP BETWEEN INSPIRATIONAL MOTIVATION AND PERFORMANCE**

Inspirational motivation comprised other essentials aspects, which reevaluated the overall framework on which different scholars demonstrated certain findings (Kelly and MacDonald, 2019). Based on the findings formulated by different authors inspirational motivation behaves as the ultimate solution of knowledge sharing along towards maintaining an important component towards facilitating the success story of any organization associated with their business proceedings across an industrial framework (Wright, 2019). The absence of approaching based on the degree of the findings on which the overall inspirational motivation outcome for the organization examined the variables towards understanding its overall impact (Trimble, 2019).

**RELATIONSHIP BETWEEN INTELLECTUAL STIMULATION AND PERFORMANCES**

This is one of the most significant coordination in the overall impact of the findings towards evaluating the concept of transformational leadership with its independent variable for evaluation (Trimble, 2019). The conceptual framework at this stage concludes the role of the intellectual stimulations, which different authors, with the view towards demonstrating a clinical framework of the applied theories (Fiaz, Su and Saqib, 2017). The role determined the process, where the intellectual stimulation comprised the organizational performances by applying the fundamentals of the transformational leadership approach proved very much effective, with the view towards determining way towards shaping the outcome for the employees in the place of work (Nawaz and Khan, 2016). Therefore, the process indicated the way with the view towards identifying the organizational capabilities towards accomplishing the goals and objectives based on the dedication along with the hard work of the workers residing in different sectors (Amanchukwu, Stanley and Ololube, 2015).



**Figure 5: Model Existing (Theoretical Framework) Transformational Leadership**  
 (Source: Wright, 2019)

**CONCLUSION**

The concluding part of the study developed as well as comprised the overall effectiveness, which developed a close framework towards evaluating the concepts of transformational leadership style. The findings of the study proved to be very much effective in the direction towards analyzing all the facts and findings of the process how transformational leadership style maintains a huge impact in the organizational development process and its role in Progress of the industrial sector in UAE. The concept of being UAE as one of the major trends for modern industrialization and international trade comprised an effective work culture, which determined the potential towards developing effective organizational behavior.



The overall results, as well as the findings of the overall investigation, support the application of the transformational leadership theory, which maintains a positive influence in the organizational performance. Nevertheless, the application of the selected style of leadership in different companies associated with any kinds of industrial framework proved to be very much specific in the way towards shaping the overall outcome towards enhancing the overall organizational development. The overall findings were able to investigate the framework in the direction towards meeting the outcomes and objectives of the research note in the best possible manner.

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