

“ Leadership styles and their impact on empowering teams “

(Case study : The Supreme Constitutional Court)

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Abstract

this study aimed to identify the leadership styles and their impact on team building in the Supreme Constitutional Court in Palestine. The researcher discussed the dimensions of the leadership styles which represented by the autocratic style of leadership, the democratic style of leadership, and the free style for leadership and also discussed dimensions of empowering the teams of psychological(motivational) and Communication Empowerment, In order to achieve the objectives of this thesis, the researcher used the descriptive method and the questionnaire as a tool for collecting , presenting and analyzing the data for the purpose of answering the questions of the study. The questionnaire consisted of three sections, The first section included variables (age, scientific qualification, years of work experience The number of participants in the work teams), second and third section included (48) paragraphs divided into five themes , which were applied to the study society. The statistic were carried out by extracting the frequencies and percentages according to the demographic variables, the arithmetic averages and the standard deviations for each of the paragraphs of the questionnaire. The use of (one sample T test) and the Pearson correlation test, and the (Cronbach alpha), Simple Regression Analysis, Mono-Variance Analysis and (Independent Sample T-test) using the statistical package for the social Sciences program (SPSS).

This study was conducted on December 2017 until July 2018 and was carried out in the Supreme Constitutional Court. The researcher used the method of comprehensive inventory of information from the community members. 42 questionnaires were distributed to the respondents ,after the completion of the data collection process, the collection reached(42)questions, two were not valid for statistical analysis to become the sample of the study, which was conducted statistical analysis of (40)questionnaire by(%95)of the sample.

The results showed that the prevailing styles of leadership in the Supreme Constitutional Court is the democratic leadership style(77.8%)followed by the autocratic leadership and then free leadership style. The results also showed that the level of empowerment of the task forces in the Supreme Constitutional Court is very high and the relative importance is(87.6 %). The results showed that there was a statistically significant correlation between the democratic leadership style and the empowerment of the teams in the Supreme Constitutional Court in Palestine and the positive correlation between the Statistical significance at a significant level ($\alpha \leq 0.05$) between the democratic style in the empowerment of the work teams "in the Supreme Constitutional Court in Palestine "and positive correlation between democratic and free style in team work . The results also showed that there are no statistically significant differences significant level($\alpha \leq 0.05$) of leadership styles according to the variables of the demographic study, and there are not differences to enable the work teams according to the demographic variables in the Supreme Constitutional Court in Palestine except for the existence of an only difference between the number of participants in the work teams (demographic variable) and enable teams (dependent variable).

The study concluded with a set of conclusions, the most important of which are the differences in favor of the category, the number of participation in the work teams is less and more influential in the level of empowerment due to the recent participation in the work teams of the Supreme Constitutional Court. It can be inferred that the degree of influence was greater on the professional and psychological level than others because the other categories Participation in task forces more than three times showed answers with a lower level of empowerment.