IMPACT OF PROJECT LEADERSHIP ON PROJECT SUCCESS IN OFFSHORE IT COMPANIES IN SRI LANKA

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The Dissertation was submitted to the Department of Computer Science & Engineering of the University of Moratuwa in partial fulfillment of the requirement for the Degree of Master of Business Administration in Information Technology.

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December 2009

DECLARATION

"I hereby certify that this dissertation does not incorporate, without acknowledgement, any material previously submitted for a Degree or Diploma in any University and to the best of my knowledge and belief, it does not contain any material previously published or written 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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ABSTRACT

The study aims to examine how project leaders' leadership styles and teams' organizational commitment correlates with the success of the offshore information technology projects in Sri Lanka. The study mainly highlights the importance of leadership, by identifying the leadership styles and the relevant leadership characteristics and practice in Sri Lankan offshore IT companies to lead the IT projects effectively and efficiently.

The findings of the project reveal that the suitable leadership styles to be practiced within Sri Lankan offshore IT companies are Transformational leadership styles that lead to characteristics of Idealized influence, Intellectual stimulation, Inspirational motivation and Individualized consideration. This identification helps IT project leaders to adopt these leadership styles and behaviors in order to enhance team members' organizational commitment, improve work performance, and consequently induce a positive working atmosphere. Academically, the study aims to provide additional insights into the leadership field as well as IT project management by contributing to the future development of the study area.

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ACKNOWLEDGEMENT

I wish to thank those who made this research publication possible: First my internal supervisor, Dr. Chandana Gamage, Department of Computer Science & Engineering, University of Moratuwa, whose advice and guidance was invaluable.

My sincere gratitude and thanks go to Mr. Malinda Sirisena who is my external supervisor, Manager QA Navantis Sri Lanka, Mrs.Vishaka Nanayakkara Head of Department of Computer Science & Engineering for helping me out during my difficulties, Prof. Kennedy Gunawardena, Senior Lecturer, University of Sri Jayewardenepura who have given guidance to me to carry out this research successfully.

I further extend my deep gratitude to all the staff members in the Department of Computer Science & Engineering, library and all non-academic staff in the respective departments, University of Moratuwa for their support in numerous ways.

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The management of Navantis Sri Lanka Including Mr.Indaka Raigama my CEO, my employer, for providing me guidance, encouragement to work on this research and the use of computing and Internet facilities.

Lastly and most importantly, my husband Sanka Liyanage, without whose help and support this endeavor would not have been possible.

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ABBREVIATIONS

MLQ - Multifactor Leadership Questionnaire

SME – Small and Medium Enterprises

SPSS - Statistical Software Package for Social Sciences

SLICTA - Sri Lanka Information Communication Technology Association

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