

Understanding Leadership Styles and their Impact on Small Family Businesses in Small Island State of Malta – A Grounded Theory Approach

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Study Overview

Small businesses are the engine that turn the wheel of Maltese economy. Small businesses comprise of 1 to 49 employees. These small businesses are not given enough importance and very little research is conducted in this area. The researcher is delving into the ambit of leadership styles used and their impact within small family businesses.

Research Methodology

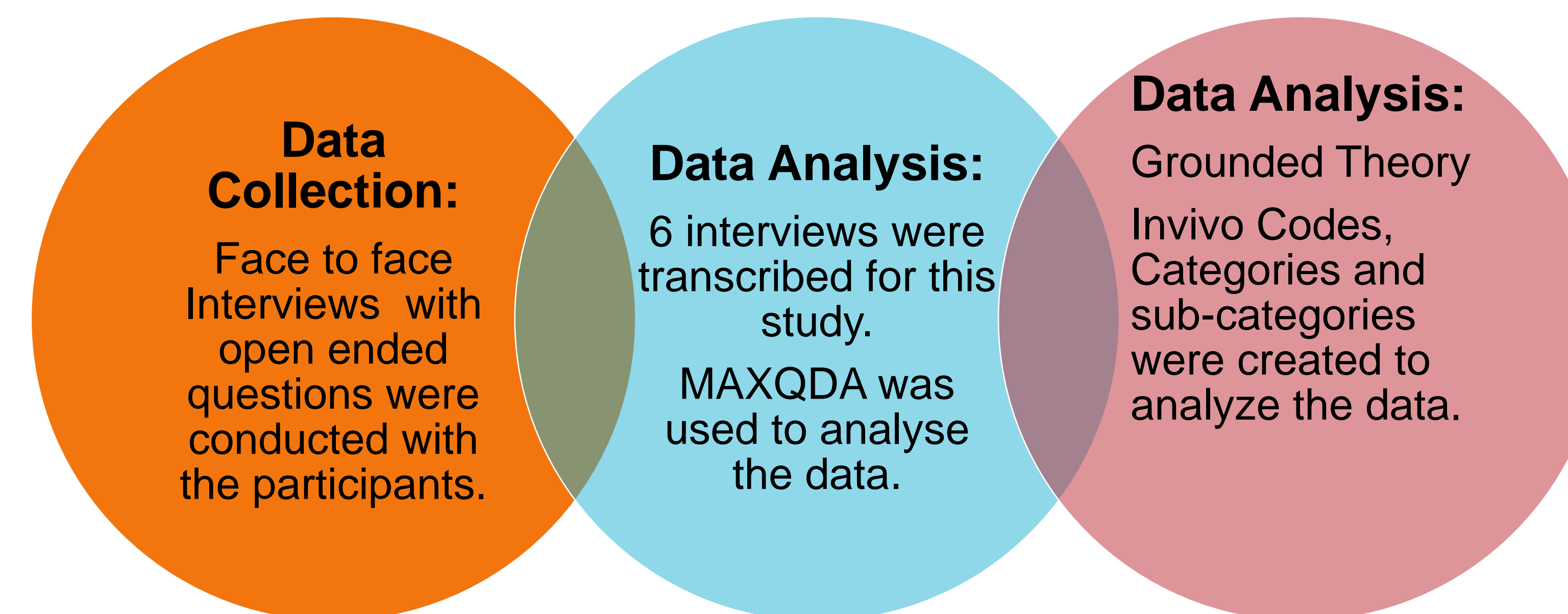
In this study, the research methodology chosen was grounded theory. This approach was deemed the most suitable research method, as it is well-known for its ability to uncover valuable insights within the scope of this research.

A Qualitative approach was adopted for this study. This approach was considered the most appropriate for this study.

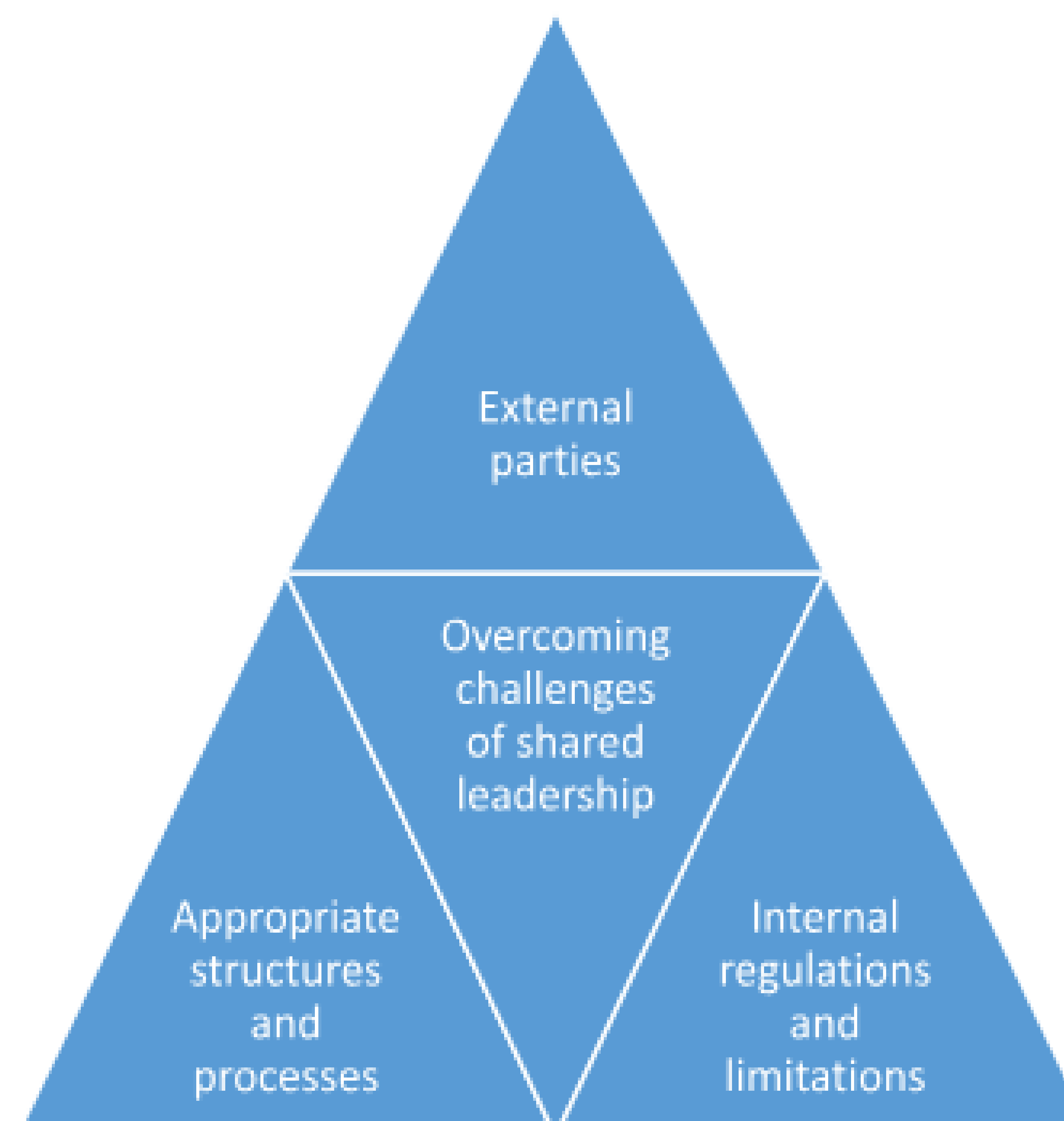
Research Objectives

- To find what is the impact that small businesses in Malta face because of leadership.
- To critically evaluate the appropriate structure and support measures and incentives that small business require when operating.
- To indicate what are the recommendations on how such small businesses implement and enhance their operational activities when they are managing small businesses in Malta.

Methodology Applied



Model Suggested



Research Recommendations

THE FOLLOWING ARE THE MAIN RESEARCH RECOMMENDATIONS:

2. To introduce external parties with a 'must do' approach to help the business overcome challenges.

4. Encouragement to reach the goals and expectations for the benefit of the organisation.

6. Provide more mentoring opportunities to assist both leaders and employees especially in matters that are hard to handle.

8. Developing a more defined vision and strategy for the business while considering the constraints of the business endeavour.

1. Current leaders must prioritize enhanced communication to effectively lead daily business operations

3. Introducing robust reward systems to all employees

5. Establishing regulations that apply to both external and internal aspects of the business.

7. Offering more training opportunities

References

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