

# **APPLICATION OF SPIRITUAL LEADERSHIP IN THE CONSTRUCTION TEAM DEVELOPMENT PROCESS IN ORDER TO ACHIVE PROJECT PERFORMANCE**

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## **ABSTRACT**

Spiritual leadership, which encourages honesty and selflessness services among the employees to work as a team. The construction industry which comprises with diverse team and professionals. Further its success depend on the collaboration among the team members. However, in the current scenario most projects are facing problems due to the leadership issues among the team members. The main purpose of this study was to solve the above research problems through the identified objectives. The main objective of the study is to show the impact of the spiritual leadership practice for the team development process to achieve project performance. To achieve the objectives of the research qualitative and quantitative analysis were conducted for that data were collected through 5 Likert scale questionnaires, a case study with semi-structural interviews. The degree of the application and requirement of spiritual leadership practice were analyzed through frequency analysis. Further, the impact of the spiritual practice in the team development process was checked with correlation and regression analysis. Finally, the content analysis was used to form the model with spiritual practice in the team development process. This analysis proved that there is a requirement for spiritual leadership practice for the proper application of the construction team development process. For the success of the implementation it is recommended to conduct survey on the projects' spiritual leadership practice, to conduct Vision and labours' effectiveness analysis with the construction project team and conduct construction team development Interferences and skills training also recommended to conduct a Deep analysis about the perception of the top-level managers about the requirement for spiritual practice as future study.

**Keywords:** Spiritual leadership practice, Team development process, project performance, Construction personnel, Sri Lanka