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DISSERTATION

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***THE IMPACT OF VISIONARY LEADERSHIP ON EMPLOYEE
PERFORMANCE***

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ABSTRACT

Chapter 1 involves a description of the background of the study and wider areas of the research topic. It also represents the importance of the particular research regarding the impact of visionary leadership including the ideal purpose of the research. Moreover, this chapter clarifies the aim and objective of the research as well.

Chapter 2 has discussed the literature review of the research aligning with the existing literature regarding the research topic. It similarly highlighted the critical analysis of the research topic from a different author's perspective. However, it equally presented a theoretical perspective aligning with the research topic.

Chapter 3 presented a clear methodology regarding the research topic evaluating the particular research philosophy, approaches, design and data collection. Similarly, appropriate data analysis involving accurate sampling is also shown in this chapter with ethical consideration.

Chapter 4 has highlighted the thematic analysis.

Chapter 5 describes the overall conclusion of the complete research and the key findings. It also involved some recommendations.

Chapter 6 has elaborated a reflective statement regarding the knowledge and learning that has been obtained and the challenges that have been faced during the completion of the research.

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Chapter 1. Introduction

Background of the topic

Visionary leadership is determined as the leadership style that involves the main objective of a long-term future. Visionary leadership allow developing particular visions that support them to create strategies for fulfilling the vision. Visionary leaders have a clear vision that they communicate with the employees of the organisation (Mascareño *et al.*, 2020). Visionary leaders incorporate collaboration and teamwork for achieving goals that the leader vision for. The visionary leader brings more strength and skills concerning enriching organisational productivity (Jones, 2021). Therefore, it can be concluded that visionary leadership is an essential aspect of a business organisation to grow and perform to achieve the set goals.

Significance of the topic

The concept of visionary leadership involves the attributes of developing efficient communication with other employees. Visionary leadership ensures that the set vision becomes reality by outlining the strategic plan and equipping the team to achieve the set vision. It is significant as visionary leadership allows for bringing a more positive atmosphere in the workplace by inspiring and supporting the employees (Kelemen *et al.*, 2020). Moreover, visionary leadership also focuses on the development and learning of new or polishing skills. It will allow employees to be more competent and efficient. Visionary leadership equally encourages innovation and collaboration by developing a vision inspired by a common objective. In this way, visionary leadership is significant to develop an efficient organisation.

Research purpose

Leadership is a common aspect which is necessary to operate a business organisation. It is also crucial to managing a workforce to get the expected efficiency. However, visionary leadership involve or develop a strategic plan to impact the workforce to bring out the expected efficiency. Moreover, visionary leadership influences the performance of the employees positively as it brings more growth opportunities for them. Hence, the growth of the employees will directly allow them to perform with higher efficiency and help to grow the overall organisational productivity. Visionary leadership similarly focuses on the learning and development criteria of the employees to develop them and transform them into more competent in the work.

Rank +	City +	Searches for phrases related to leadership and management courses per 100,000 people +
1	Manchester	65.7%
2	Leeds	52.7%
3	London	48.8%
4	Edinburgh	47.3%
5	Birmingham	45.7%
6	Glasgow	45.6%
7	Coventry	44.5%
8	Kingston upon Hull	35.0%
9	Bristol	30.8%
10	Leicester	27.5%

Figure 1.1: Top UK cities that want to develop their leadership skills

(Source: Digits.co.uk, 2022)

Aim

The study aims to focus on **“THE IMPACT OF VISIONARY LEADERSHIP ON EMPLOYEE PERFORMANCE”**.

Objectives of the research

- “To explore the concept of visionary leadership and its characteristics”.
- “To examine the importance of visionary leadership on the performance of the employees referring to London United Busway”.
- “To analyse the benefits and drawbacks of visionary leadership”.
- “To evaluate the theoretical perspectives of visionary leadership”.

Research questions

1. What is the concept of visionary leadership and its characteristics?
2. What is the importance of visionary leadership on employees' performance?
3. What are the theoretical perspectives related to visionary leadership?
4. What are the benefits and drawbacks of visionary leadership?

Summary

The above discussion concludes with background information regarding the area of visionary leadership. It similarly highlights the importance of visionary leadership and it has been identified that it is a vital aspect of developing employees' performance. Moreover, the research purpose has been described including the research aim and objectives with research questions.

Chapter 2. Literature review

2.1 Introduction

A literature review is a process of searching and evaluating the available literature related to the chosen research topic. It helps to synthesise the information generated from the existing literature into a summary. It equally benefits to critically analyse the gathered information by recognising the gaps in the present knowledge. Moreover, it allows for showcasing alignment with relevant theories and points of view and preparing areas for further research. The purpose of the literature review is to highlight the definition and characteristics of visionary leadership. It will similarly showcase the importance of visionary leadership on employees' performance and the benefits and drawbacks of visionary leadership. It will also present the theoretical perspective of the research topic.

2.1.1 Definition and characteristics of visionary leadership

Visionary leadership is the idea of organising a group concerning to communicate and implement the strategic plan to achieve the goal and objectives for completing the vision. Visionary leadership mainly focus to transform the vision into reality. Therefore, visionary leadership develop an efficient team to develop their competencies and skills to enhance their performance. As a result, it will allow achieving the goals and objectives that will make the vision into reality. Visionary leadership influences employees and directs them in the accomplishment of the shared vision and resulting in higher success (Eseryel *et al.*, 2021). It benefits the organisational performance to get enhanced to be more competitive in the market.

Visionary leadership impact the employees to be more collaborative and learn team working in the business organisation. Visionary leadership helps to develop a clear vision that involves the set goals and objectives (Demir, 2018). It allows building a more organised environment in the workforce to achieve the set goals. In this way, the employees get positive support for learning and development opportunities to get more efficient in their particular work. Several characteristics support recognising a visionary leader based on their action and attributes. Visionary leadership involve encouraging behaviour to innovation in the business organisation. It helps to improve the current position of the employees as well as the business organisation. Similarly, visionary leader has strategic thinking and it supports them to be more precise and accurate to develop a suitable strategy to fulfil their goals and objectives. On the other hand, risk-taking is also a characteristic of visionary leaders. It helps them to take risky decisions concerning the goals and objectives they want to achieve. It equally benefits them to be more focused to transform the vision into reality. These characteristics of visionary leaders allow them to be effective in their particular role of developing the business organisation and the employee's performance as well.

2.1.2 Examine the significance of visionary leadership on the performance of employees

Visionary leadership is a vital aspect of the business organisation as well as in influencing the employee's performance. Leadership with a particular and set vision allows for bringing a more organised manner to the business organisation (Blanchard, 2018). Similarly, referring to the selected business organisation visionary leadership will allow for running in an organised manner. It will equally help the organisation to indulge employees to be organised with their work and it will be a beneficial component in their performance as well. It is because organised work supports enriching the performance as the work is done in an organised way.

Visionary leadership is important as the guidance it provides to the employees benefits them to get aligned with expected efficiency from them. Visionary leadership ensure that the follow-up of work goes well (Miharja and Hayati, 2021). It makes instructions to the employees and the particular instruction is set for the long term until the desired goal is not achieved. Therefore, in this way, employees' performance also gets positive influence as the set instruction involves enhancing their productivity. The employee's performance gets enhanced in the business organisation fulfilling the organisational goal and objective in the market. On the contrary visionary leadership has negative aspects in its involvement with the employees of the business organisation. Visionary leadership is highly focused on the long term in its presence and perspective (Ates *et al.*, 2020).

Therefore, the short-term focus often involves the problem in the business organisation. Similarly, in some cases, the higher involvement of visionary leadership may create high pressure on the employees which can lead to frustration among them. It can be stated that the impact of visionary leadership has its drawbacks on the business organisation as well as employees. Similarly, this business organisation and its employees will have both the beneficial aspect and negative aspects of visionary leadership.

2.1.3 Analyse the advantages and disadvantages of visionary leadership

Visionary leadership's motive is to determine a clear vision concerning acquiring the set goal and objectives for making the set vision into reality. Visionary leadership encourages more creativity and innovation which leads an organisation to be unique and advanced in the market. Visionary leadership helps to enhance brand recognition in the market (Worley, 2018). It is because the encouragement to involve creativity and innovation will replace outdated business practices and support new ways to practice. In this way, it will be an opportunity to offer a more modern approach through its product and services. Brand recognition will get enriched in the market. The workplace will equally get advanced which will lead the employees to get a more advanced environment to work and learn.

In this way, employees' performance gets improved with the advantage of visionary leadership. Visionary leadership has the advantage to foster unity in the workplace (Saher and Ayub, 2020). It is

because visionary leaders strive for a common vision. It aligns all the people in the organisation from different perspectives towards that particular vision. It helps to generate unity among the employees in the business organisation leading foster more teamwork and collaboration among the employees as well and the particular company will have a similar benefit from this advantage of visionary leadership. On the contrary, visionary leadership has its disadvantage as well that involves hyper-focus (Jaqua and Jaqua, 2021). In this context, visionary leaders tend to hyper-focus on the larger picture. Similarly, avoid the details and processes which will help them to achieve the outcome. Therefore, it can generate frustration among the team members as they will have a vision but lack any instruction on the process of making it happen. It can be concluded that the particular company will equally have this disadvantage in its business as well as in the employees.

Visionary leadership clears the scenario of leading a team with the highest efficiency and motivation to complete a particular work for achieving the desired success in return. Visionary leadership has a significant benefit as it encourages more collaboration and innovation, conceding to do the tasks with higher efficiency.

It is also beneficial to develop effective plans based on the achievement of the set vision and they take risks to achieve the desired success by fulfilling the set vision in an organisation. Visionary leadership has its disadvantages as well that impact the complete organisation (Pal, 2022).

Visionary leadership can be over idealistic and more focused on future outcomes which create high pressure on the employee concerning achieving the set goals which will justify the set vision in an organisation.

2.1.4 Theoretical perspective

Visionary leadership is the abstraction that points out the various notions relating to enlightening the particular vision to develop the organisation and the employee's performance. It is mainly related to directing and developing strategic planning to reach the ideal position in the competitive market. Moreover, influencing and inspiring the workforce to get proper learning and development to provide efficient and competent performance. Concerning the theoretical perspective, the great man theory of leadership is suitable. The great man theory points out that particular individuals are born with the attributes of efficient leadership (Uslu, 2019). It focuses on the aspect that these people have particular traits and characteristics as well that develop them as an efficient leader. These traits and characteristics help them to guide the team members concerning reaching success to making the vision into reality. The benefits of this leadership theory are that traits and characteristics built great leaders that can be innate (Benmira and Agboola, 2021). The great man theory has the limitation that involves it does not have any scientific validity reflecting on its effectiveness (Ajzen, 2020).

Therefore, it can be stated that aligning with this theory visionary leadership of the particular business organisation will have equal benefits and challenges.

The transformational theory of leadership theory is equally suitable in this context. It is because according to this theory, the leaders share a good relationship with the employees and team members. This leadership greatly influence employees by inspiring them and aligning with the business goals. The advantage of the transformational theory is that it supports to development of a good relationship that benefits long-term benefits (Mergel *et al.*, 2019). On the contrary, the disadvantage of this theory is that continual communication must be available to justify transformational leadership (Twum-Danso, 2018). It can be concluded that the particular business organisation having transformational leadership will be beneficial by generating a relationship with employees. It will positively enhance employees' performance by getting inspired by transformational leaders and the challenge will occur in terms of maintaining communication with the employees in the continual process of the business organisation.

2.2 Literature Gap

It is the specific section of the literature that brings out the areas of the research topic that has been missed in the overall literature. The literature missed presenting the challenges that visionary leaders have to face during influencing employees regarding their performance. Similarly, it equally did not cover the important relationship between visionary leaders and employees to get aligned in the workplace. Lastly, the literature missed highlighting the areas that visionary leaders point out concerning putting their influence on the business organisation and employees' performance.

Summary

The above study concludes with a description of the concept of visionary leadership and its characteristics of visionary leadership. It similarly highlights the significance of visionary leadership on the business organisation and the employee's performance. Moreover, it has identified how visionary leadership positively impact the growth and enhancement of employees' productivity and efficiency. Likewise, it involves the advantages and disadvantages of visionary leadership on the business organisation and influencing the employee's performance. Lastly, it covered the theoretical perspective of visionary leadership aligning with the suitable leadership theory.

Chapter 3. Methodology

3.1 Introduction

Research Methodology is the process of describing the way research is carried out regarding a particular topic. It is the systematic formulation and logical planning to resolve the research issues. It is also determined by the approaches of the researcher towards the particular research to ensure that the research is appropriate and aligns with the aim and the objectives. Moreover, the present research on the impact of visionary leaders on employee performance is done under secondary data collection research. Similarly, a detailed description of the research methodology has been presented in this segment.

3.2 Research philosophy

It is the process of which is associated with the gathering of data and data analysis procedure. It is divided into four different types of research philosophy involving **positivism, interpretivism, realism** and **pragmatism** (Research-methodology.net, 2023). In this research pragmatism philosophy has been used as it helps to generalise the data performing the research most dynamically and innovatively. It is useful during any unexpected outcome that arises from a prior study, as it helps the researcher to present the details and information within a proper state with related links.

3.3 Research approach

It is regarded as the procedure that benefits the researcher to gather the data systematically. There are three different types of research approach involving **deductive research approach, abductive research approach** and **inductive research approach** (Research-methodology.net, 2023). However, a deductive research approach has been utilised in this research. It is because the deductive research approach supports developing a connection between the concepts and variables and therefore the readers will be able to understand seamlessly the information about the research topic.

3.4 Research design

It is the generation of the overall strategy that is selected to integrate the different components of the research in a logical and coherent flow. It also involves the selection of qualitative and quantitative research methods in the process of data gathering and analysis. It is also determined as the illustrative plan for answering the particular research questions. There are three different types of research **design descriptive, explanatory** and **exploratory** (Research-methodology.net, 2023). However, in this research descriptive research design has been utilised. It benefited the researcher to examine the aim and objectives of the research efficiently considering enhancing the research. It is also the simplest and it allowed the researcher to study and highlight the distribution of one or more variables. This process involves without any regard to the casual or other hypotheses. Furthermore, multiple options were benefited to collect the data for a research topic like case studies.

3.5 Data collection

It is the process that allows the researcher to collect the required data relating to the research topic. It will support to analyse efficiently and present the research effectively based on the research topic. The data collection process is using **secondary data collection**. The secondary data collection method involves articles and newspapers with the utilisation of the Boolean technique.

3.6 Data analysis

The data analysis is the procedure that supports the researcher to analyse the information regarding the research topic. The data generated from the secondary data collection methods will be analysed systematically concerning to present a constructive result regarding the research topic. However, the data analysis is involving **qualitative data analysis**. The qualitative data will be gathered from the thematic analysis concerning to present non-numerical information regarding the research topic.

3.7 Sampling

It is the process of selecting a group from a large database collected for a particular research topic concerning to showcase accurate information. It equally benefits to gather the only viable and suitable data for a chosen research topic (Scribbr.com, 2023). The sampling technique is using secondary data collection. Secondary data will be generated through thematic analysis and the sampling of the articles will be done under the inclusion and exclusion process. In this way, 8 articles will be selected among 16 articles following the inclusion and exclusion process.

The inclusion criteria involve

- Published articles, not more than 5 years from now.
- Articles linked to the research topic.

Exclusion criteria are

- Articles published more than 5 years from now
- Articles having no link to the research topic

3.9 Research timeline

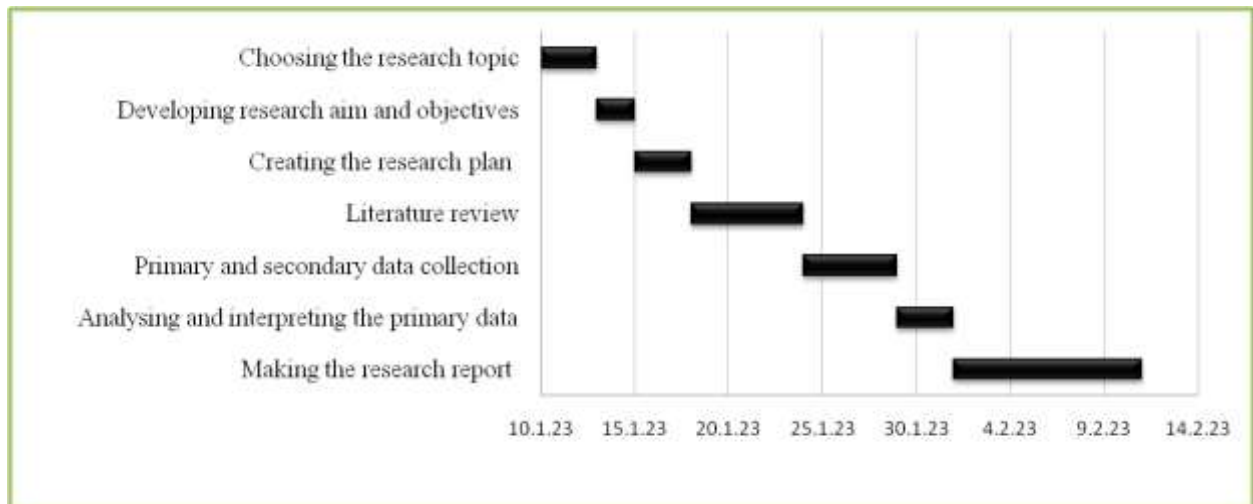


Figure 3.1: Gantt chart

(Source: Created by the learner)

Summary

The above discussion highlights the methodologies that have been used to complete the research. It equally showcases pragmatism research philosophy, deductive research approach and descriptive research design. The data has been gathered through secondary collection involving both frequency calculation and the Boolean technique.

Chapter 4. Findings and data analysis

4.1 Introduction

The fourth section of the research is involved with the data presentation and the analysis of the data collected from the secondary data collection. A brief description of the findings will be highlighted in this chapter as well.

4.2 Thematic analysis

4.2.1: Concept and characteristics of visionary leadership

Title: Visionary Leadership: What, Why and How?

Author: Karwan D.H., Hariri H. and Ridwan R.

Year of publication: 2020

Summary of findings

The particular study highlights the main concept of visionary leadership and the particular characteristics of visionary leaders. It also discusses the development of visionary leadership and how it can influence the organisation concerning set goals and objectives in the organisation. It equally described the wider aspect of visionary leadership and how it has evolved in the present state of the environment.

4.2.2: Leadership vision in the present

Title: Cultivating Visionary Leaders to Transform Our World

Author: Coers N.J.

Year of publication: 2018

Summary of findings

In terms of this author visionary leadership mainly involves the particular vision that prominently defines the leadership. It has described how visionary leadership has been cultivated in the modern day. On the other hand, internationalisation also has an impact on the development of leadership principles. Furthermore, the vision of the leaders supports them to do what they planned to transform the vision into reality.

4.2.3: Employees' performance according with visionary leadership

Title: Visionary leadership effectiveness: Moderating roles of power distance and middle-way thinking

Author: Luo Y.J., L, Y.P., Choi J.N. and Du J.

Year of publication: 2020

Summary of findings

In terms of this study visionary leadership motivates the employee's concern to contribute to the realisation of vision involving the future image of the organisation and the team. It also identified that visionary leadership stimulate the employees considering to satisfy their needs. In this way, employees' performance gets influenced in the business organisation.

4.2.4: Benefits and drawbacks of visionary leadership

Title: Envisioning innovation: Does visionary leadership engender team innovative performance through goal alignment?

Author: Mascareño J., Rietzschel E. and Wisse B

Year of publication: 2020

Summary of findings

According to this study visionary leadership has its positive benefits based on acknowledging innovation in the business organisation. It is also identified that visionary leadership in one of the key drivers to change in a business organisation. Similarly, it is also acknowledged that visionary leadership brings the positive benefit of efficient communication in the workplace among employees.

4.2.5: Vision vs process to make it happen

Title: Leadership: An Introductory Overview

Author: Pal R.K

Year of publication: 2021

Summary of findings

Visionary leadership has shown efficient impact in of the organisational context. However, it equally has disadvantages when the visionary leader is highly focused on the vision and neglects the process to make the vision into reality.

4.2.6: Theoretical perspective of visionary leadership

Title: Team innovation through collaboration: How visionary leadership spurs innovation via team cohesion.

Author: Van der Voet J. and Steijn B.

Year of publication: 2021

Summary of findings

Visionary leadership is the particular aspect that indulges the strong and set goals that tend to transform the complete business organisation. Leadership theories can be aligned with visionary leadership for generating new ways to act.

4.2.7: Leadership theories

Title: Visionary leadership on transforming organizational change in the era of disruption.

Author: Khoiri M.

Year of publication: 2020

Summary of findings

In relation to this study various relatable theories of leadership can be established considering providing more support to visionary leadership to perform regarding to transform the vision into reality.

4.2.8: Importance of visionary leadership on the performance of the employee

Title: Boosting Organizational Commitment Through Visionary Leadership and Work Life Balance.

Author: Kesumayani H., Eliyana A., Hamidah A.M. and Sebayang, K.D.

Year of publication: 2020

Summary of findings

According to this study, visionary leadership has the power to hold the organisational commitment. It helps to set the business organisation systematically regarding its operation in the market. It is also identified that visionary leadership has a significant impact set instruction for a way of operation. The employee's performance also gets influenced as the particular instruction need to be followed in the organisation.

4.3 Discussion

Visionary leadership is the prominent aspect of generating a particular vision relating to achieving the set goals and objectives in the organisation. Visionary leadership has a unique behaviour that encourages being more productive and efficient (Karwan *et al.*, 2021). It is because it will provide more constant ways and behaviour to make the particular vision into reality. Moreover, the main concept of visionary leadership is to indulge the required needs in the organisation that will support the business organisation to operate regarding turning that vision into reality. Visionary leaders have particular characteristics that make them recognised as visionary leaders (Coers, 2018). It includes taking risks, encouraging innovation and influencing employees to get developed. Visionary leadership has equally impacted bringing change in the business organisation (Mansaray, 2019). Due to these various new aspects involved in the operational activities of the business organisation supporting the achievement of the set goal and objectives.

Visionary leadership has a significant perspective regarding influencing the business organisation and bringing new ways of achieving the set goals. Visionary leadership has a vital presence concerning influencing and boosting organisational performance (Kesumayani *et al.*, 2020). It equally impacts the employee's performance in the organisation as well. It is because of the new instruction and changes in visionary leadership brings into the organisation that involves developing the employee's performance. Visionary leadership motivates employees concerning to incline their productivity and efficiency (Luo *et al.*, 2020). In this way, the overall organisational performance will get enhanced and follow the path to reach the set goals. Visionary leadership highly influence the employee's performance as it supports to development of better communication (Arif, 2021). Due to this fewer issues will be generated due to clear communication in the workplace and continuous development will be continued for the employees.

Visionary leadership have a wider aspect regarding its presence and involvement in the business organisation. It similarly brings various benefits that support a business organisation to be effective considering to reach achieve the desired success. Visionary leadership involve the area of teamwork and collaboration which benefits a positive outcome (Mascareño *et al.*, 2020). Due to this employee will have a better understanding of other employees and work collaboratively under the leader. Another benefit of visionary leadership is that it makes the workforce more competent by allowing them to follow particular instructions and directions in the organisation. Visionary leadership has a negative presence in the business organisation (Pal, 2021). It is because visionary leaders sometimes avoid the small things and processes that will help them to transform the vision into reality. The negative aspect of visionary leadership also put pressure on the employees (Kanwal *et al.*, 2019). Due

to these employees get frustrated in their workplace due to the immense pressure given by the visionary leadership to achieve the goal.

Visionary leadership has a broader aspect that incorporates the particular attributes concerning bringing out its effectiveness. Visionary leadership can be aligned with suitable leadership regarding presenting more detailed areas (Van der Voet and Steijn, 2021). Similarly, leadership theories like the great man theory can be aligned with visionary leadership. It is because according to this theory, people are born with the traits of leadership. It can be stated that visionary leaders are born with particular attributes. Visionary leaders can also learn new aspects from the different leadership theories (Khoiri, 2020). In this case, visionary leadership can generate the idea of organising the organisation in a developed manner. Therefore, visionary leaders can resolve the issues that will arise in the organisational operations.

Chapter 5. Conclusion and recommendations

Conclusion

The above study concludes with a description of visionary leadership and its impact on employee performance, which includes the background of the topic with the broader aspect of visionary leadership and its influence on the employee's performance. It equally involves the importance of visionary leadership in the business organisation and how employees get influenced. Likewise, it also highlights the purpose of the research regarding its impact on a global scale. The aim and objective of the research also be seen clearly in the above discussion and justifying the aim and objectives in the research. The research equally highlights a critical description of visionary leadership impacting the employee's performance.

Various authors' opinion regarding the research topic has been discussed. It has presented the influence of visionary leadership on the employee's performance. It also described the positive and negative aspects of visionary leadership on organisational performance as well as on employees' performance. The research prominently described the theoretical perspective of the research topic aligning with different theories. It has helped to justify the research more coherently and with higher knowledge. On the other hand, a detailed methodology has been showcased in this research. It involved a pragmatism research philosophy along with a deductive research approach and a descriptive research design. It includes secondary data collection. It involved a thematic analysis regarding the research objectives. It has been identified different opinions on leadership through the thematic analysis. It has generated 8 different articles for providing more in-depth information regarding visionary leadership.

Recommendations

- It is recommended that visionary leadership must not over-pressure the employees through their instruction or direction. It is because it will lead to generating frustration among the employee which is not good for their performance at the workplace. The employees will lack to perform efficiently considered to achieve the desired goal and objectives of the organisation.
- It is recommended that visionary leadership can learn from different leadership styles. It is because it will allow the visionary leader to acknowledge more ideas to perform its part in the business organisation. For instance, a visionary leader can learn from the situational leadership style. It will support acting as the present situation and variables concerning taking the most effective decision leading to better outcomes in the business environment.

- It is suggested that the leadership of the company must indulge in effective communication in the workplace. It is because the leaders of the company are responsible to create strong communication in the organisation. It will support the employees to develop a better relationship with the leaders to understand what the leaders want to achieve the desired goal.

Chapter 6. Reflection

The above research has various aspects regarding the topic it has discusses with the required areas. From the research, I have acknowledged that it has cleared my understanding regarding visionary leadership. I also cleared the area that how visionary leadership has influenced the employee's performance in the organisation. Similarly, the research has developed my research skills as I have been involved in intense research regarding the topic. Due to this, my research skill has evolved and they help to look for various aspect or information regarding a particular topic. Moreover, I learned that visionary leadership is a prominent area concerning operating the business organisation regarding making the organisational vision into reality.

I also generated knowledge of critical thinking during the completion of the research. It is because evaluating the various areas and concepts regarding visionary leadership have allowed me to generate critical thinking. Therefore, now I can critically present the information regarding any topic by evaluating its validity and authenticity. I also faced difficulties during the analysing of the data and presenting it systematically. On the other hand, I also faced challenges regarding efficiently understanding each element of the research topic during the competition of the research. However, I still managed to overcome my challenges and complete the research with all the required information and criteria.

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