

# An Analysis of Motivation and Leadership for Employees on Industries at Nagpur Region

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**Abstract**— Leaders motivate employees through setting in place structures aimed at taking full advantage of employee’s potential, organization resources and providing direction. Equally, they can harshly cause trouble in inspirational assurance, buying into firm’s goals, promoting arrangement and development cooperative environment. Therefore, this research aims at examining relationship leadership style and motivation of employees. For many years, motivation has been a key pointer of creative employee performance inside an organization, so it has been an area of chief concern for the organization and human resource managers. There are wide choices of issues that are connected to management, employees, organization and the workplace which makes it complex and challenging job to inspire employees in an organization. Therefore, dissimilar strategies and technique should be used by the organization and human resource manager to motivate employees. There are dissimilar requirements and expectation for an employee to link any organization. Monetary and non-monetary factors are used by human resource managers to achieve different employee and organization related objectives.

**Index Terms**— Leadership Style, Motivation, Employee Performance, Management, Employees, Organization.

## I. INTRODUCTION

### Definitions Of Motivation & Leadership

According to Gray Starke, "Motivation is the result of processes, internal or external to the individual, which arouses enthusiasm and persistence to pursue a certain course of action." According to S. Zedeck and M. Blood, "Motivation is a predisposition to act in a specific goal directed way." According to Atkinson J.W, "Motivation is the instant effects on the direction, energy and persistence of action". According to S.W Gellerman, "Motivation is directing one's movements

toward sure goals and committing a sure part of one's drives to influence them."

According to Terry, "A leader shows the way by his-own example. He is not a supplier; he pulls somewhat than pushes". According to Koontz and O'Donnell, Administrative leadership is "the capacity to exert inter-personal effect by means of communication, near the achievement of a goal. Since managers get effects done through people, their achievement depends, to a substantial extent upon their capability to provide leadership". According to Peter Drucker, Leadership "is not making friends and influencing people, i.e., salesmanship is the lifting of man's vision to higher sights, the raising of man's performance to advanced values, the structure of man's character outside its normal boundaries".

Hygiene and Motivating Factors:

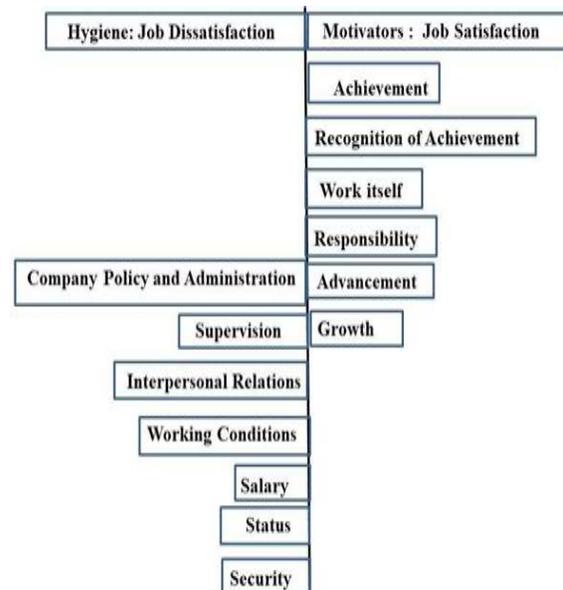


Fig 1: Hygiene and Motivating Factors

Motivation has certain underlying properties:

- 1 It is a separate phenomenon – Every individual is single, and this detail must be recognized in motivation examination.
- 2 Motivation is intentional – When an employee does something, it is because he or she has chosen to do it.
- 3 Motivation has many facets – Researchers have analyzed various aspects of motivation, including how it is aroused, how it is directed, what influences its persistence, and how it is stopped.
- 4 The determination of motivation philosophies is to forecast behaviour – The distinction must be made among motivation, behaviour and performance. Motivation is what reasons behaviour; if the behaviour is actual, high performance will outcome. The 1950s were a productive retro in the development of motivation ideas. Three exact concepts were expressed throughout this time, which, although deeply criticized and now questionable in terms of validity, are probably still the best-known explanations for employee motivation.

These theories are:

1. 'Hierarchy of Needs' Theory; 2. Theories X and Y; 3. Motivation-Hygiene Theory.

Characteristic of Leadership:

- ❖ Leadership implies the existence of followers: We appraise the qualities of a leader by studying his followers. In an organisation, leaders are also followers, e.g., a supervisor works below a division head.
- ❖ Leadership involves a community of interest between the leader and his followers: In other words, the objectives of both the leader and his men are one and the same.
- ❖ Leadership involves an unequal distribution of authority among leaders and group members: Leaders can direct some of the activities of group members, i.e., the group members are bound or are eager to submit most of the leader's directions.
- ❖ Leadership is a procedure of influence: Leadership suggests that leaders can affect their followers or subordinates in addition to being able to give their supporters or subordinates appropriate directions.

- ❖ Leadership is the purpose of stimulation: Leadership is the function of motivating people to struggle freely to reach organisational purposes.
- ❖ A leader must be model: In the arguments of George Terry – "A leader displays the way by his own example. He is not a supplier; he pulls rather than pushes".
- ❖ A leader confirms complete justice: A leader necessity is objective and neutral. He should not follow unfair practices like favouritism and nepotism. He must show fair play and complete justice in all his decisions and actions.
- ❖ Leadership styles and patterns: Tannenbaum and Schmidt have described the range of possible leadership behaviour available to a manager.

Categories of Leadership Styles: The dissimilar categories of leadership styles are:

- ❖ Autocratic or Task Management Leadership
- ❖ Participative or Democratic Leadership
- ❖ Laissez-faire or Free-rein Leadership
- ❖ Paternalistic Leadership.

## II. LITERATURE REVIEW

This reviews existing literature on Employees Motivation and Leadership for Organization Performance. This involves review of theoretical aspects related to the study, empirical studies that relate to Employees Motivation and Leadership for Organization Performance and the research gaps therein.

Anton Robiansyah & Nining Suryani, (2019), the aim of this study to determine the effect of leadership style and motivation on employee performance in PT. Propan Raya Samarinda (PT. RCS). Motivation has a positive impact on employee performance. An employee who has a great motivation will show a good performance. Both variables have an impact on performance, and all of them have to be good in all organizations, so employee's performance will increase along with organization operational. But, from this analysis, results mean that the leadership style variable is more significant in influencing employee performance than the motivation variable.

Beni Agus Sulistyono & Siswoyo Haryono, (2020), the purpose of this study is to determine the effect of work motivation and leadership on job satisfaction and its implications on employee performance. The straight

effect of leadership on employee performance is 0.175 larger than the indirect effect of leadership on employee performance through employee job satisfaction, which is only 0.096. Similarly, the straight effect of work motivation near employee performance is 0.166 greater than the indirect result of work motivation towards employee performance done employee job satisfaction, which is only 0.062. Thus, job satisfaction does not facilitate the belongings of leadership and work motivation to employee performance.

Marjan Usama Ismael, (2023), at every level of the company, the efficacy of leadership is essential. In instruction to motivate, many firms accept a variety of leadership styles and techniques. By putting in place outlines that maximize employee possible, apply organizational resources, and deliver guidance, leaders may stimulate their workforce. On the other hand, they can make it particularly difficult to install trust, buy into the company's goals, promote alignment, and generate a cooperative environment. Therefore, the purpose of this study is to inspect the relationship between employee motivation and leadership style at Sudan's Al-Neelain University. The results of the study were determined by the researcher using the quantitative approach.

Fahad Bati Al Marshoudi & Zaharuzaman Jamaluddin, (2023), Leadership and the different associated styles have an immense impact on how employees perform and grow through motivation. This research aims to explore the leadership style, mediate the relationship between employee motivations towards employee performance in Oman production media. In this descriptive learning, the aim has been to determine the pattern of cause and effect, which can predict phenomenon. The area of study focuses on the non-managerial employees in Oman's production media industry. This study contributes to the knowledge on employee performance by providing empirical evidence that to improve the performance of the Oman's production media industry.

Shivendra Pratap Singh & Melita Stephen Natal, (2025), the buoyant and competitive Fast-Moving Consumer Goods industry requires an effective leadership to drive performance and employee motivation. This study examines how various leadership styles and employee motivation are associated with each other in the case of selected FMCG companies; with the adoption of a case study.

Based on transformational, transactional, and laissez-faire leadership paradigms, the study explores the impact made by each of them on the attitude, involvement, and productivity of workers in the actual workplaces. The case study approach brought contextual richness and showed how organizational culture, communication practices and expectations of employees influence the leadership-motivation dyad. The research highlights the necessity of FMCG leaders' adopting adaptive and participative leadership to boost morale and output of workforce.

### III. RESEARCH OBJECTIVES

The following are the Main Objectives:

1. To study and understand the concept of Motivation and Leadership for Employees on Industries at Nagpur Region.
2. To study the role of Motivation and Leadership for overall performance of employees on Industries at Nagpur Region.
3. To study the affecting factors of Motivation and Leadership for overall performance of employees on Industries at Nagpur Region.
4. To measure and analyzing the overall performance of employees through the Motivation and Leadership and Employee Satisfaction on Industries at Nagpur Region.

### IV. RESEARCH METHODOLOGY

In execution of analysis, data collected from 01/01/2025 to 31/10/2025 are used.

- Research Area: Nagpur Region
- Manufacturing Industries Names: Lupin Limited, Zim Laboratories Limited, Unijules Life Sciences Ltd, Cipla Pharmaceutical, Shree Baidyanath Ayurved Bhawan
- Research Instrument: Individual Meeting
- Investigation Plan: Descriptive
- Data Type: Primary & Secondary records
- Connection Technique: Companies Records Survey, By Phone, Personal Meeting
- Total Population 8500 Employee's in Pharma Manufacturing Industries
- Sample size: 100 Employee's in Pharma Manufacturing Industries
- Sampling Technique: Random Sampling Technique

- Analysis Tools: Percentage Analysis with Likert Rating Scale 1-5

- Career Growth Policy: B
- Working Conditions: C
- Salary & Status: D
- Company Policy and Administration: E
- Interpersonal Relations: F
- Job Security: G
- Supervision: H

V. RESULTS AND DISCUSSIONS

- Affecting Factors for Motivation and Leadership Practices for Employees Performance:
- Responsibility: A

Options	Options Rating	Satisfaction Score level	Assigned Score
1	Always/Strongly Agree/ Outstanding	80% -100%	5 means = 1.00
2	Agree / Often / Very good	60% - 80%	4 means = 0.80
3	Neutral / Occasionally / Good	40% - 60%	3 means = 0.60
4	Rarely/Disagree/Below Agree	20% - 40%	2 means = 0.40
5	Never / Strongly Disagree	00% - 20%	1 means = 0.20

Table 1.1 Average Score against 5 Point Scale

Responses of Motivational Planning									
Resp / Ver	A	B	C	D	E	F	G	H	Total
TOTAL	180	175	188	190	165	172	169	161	1400
AVG (100)	1.80	1.75	1.88	1.90	1.65	1.72	1.69	1.61	1.75

Responses of Motivational Monitoring									
Resp / Ver	A	B	C	D	E	F	G	H	Total
TOTAL	166	159	153	171	184	166	170	164	1333
AVG (100)	1.66	1.59	1.53	1.71	1.84	1.66	1.70	1.64	1.6663

Responses of Motivational & Leadership Growth									
Resp / Ver	A	B	C	D	E	F	G	H	Total
TOTAL	142	153	164	155	149	143	156	168	1230
AVG (100)	1.42	1.53	1.64	1.55	1.49	1.43	1.56	1.68	1.5375

Responses of Employee Growth									
Resp / Ver	A	B	C	D	E	F	G	H	Total
TOTAL	158	166	172	160	154	148	159	163	1280
AVG (100)	1.58	1.66	1.72	1.60	1.54	1.48	1.59	1.63	1.60

Responses of Leadership Quality									
Resp / Ver	A	B	C	D	E	F	G	H	Total
TOTAL	138	152	147	150	144	149	156	159	1195
AVG (100)	1.38	1.52	1.47	1.50	1.44	1.49	1.56	1.59	1.49375

SAMPL E	Motivational Planning	Motivational Monitoring	Motivational & Leadership Growth	Employee Growth	Leadership Quality	Weightage	
SAMPL ENO 01 TO 100	A	180	A	166	A	138	784
	B	175	B	159	B	152	805
	C	188	C	153	C	147	824
	D	190	D	171	D	150	826
	E	165	E	184	E	144	796
	F	172	F	166	F	149	778
	G	169	G	170	G	156	810

	H	161	H	164	H	168	H	163	H	159	815
SUM	1400		1333		1230		1280		1195		6438
Mean Value	175.00		166.63		153.75		160.00		149.375		1.6095

Variables	A	B	C	D	E	F	G	H	Total
Weightage	784	805	824	826	796	778	810	815	6438
Resp. Avg. (500)	1.568	1.61	1.648	1.652	1.592	1.556	1.62	1.63	1.6095

Table 1.2 Results of Overall Performance of Motivation and Leadership Practices for Employees Performance:

	Motivational Planning	Motivational Monitoring	Motivational & Leadership Growth	Employee Growth	Leadership Quality
Avg Score Against 5 Point Scale	1.75	1.6663	1.5375	1.60	1.49375
	65.00%	66.674%	69.25%	68.00%	70.00%
Avg % Performance	67.79% (60% - 80% achievement)				
	Very Good				

Motivation and Leadership Practices for Employees Performance	% of Performance Progresses	% of Performance till not Improvements
Motivational Planning	65.00%	35.00%
Motivational Monitoring	66.674%	33.326%
Motivational & Leadership Growth	69.25%	30.75%
Employee Growth	68.00%	32.00%
Leadership Quality	70.00%	29.875%

Table 1.3 Results of Overall Performance of Employees through the Affecting Factors for Motivation and Leadership Practices for Employees:

Parameters (Variables)	Weightage	Resp. Avg. (500)	% of Performance in Improvements	% of Performance not Improvements
A = Responsibility	784	1.568	68.64%	31.36%
B = Career Growth Policy	805	1.610	67.80%	32.20%
C = Working Conditions	824	1.648	67.04%	32.96%
D = Salary & Status	826	1.652	66.96%	33.04%
E = Company Policy and Administration	796	1.592	68.16%	31.84%
F = Interpersonal Relations	778	1.556	68.88%	31.12%
G = Job Security	810	1.620	67.60%	32.40%
H= Supervision	815	1.630	67.40%	32.60%
% of Average Performance			67.81%	32.19%

VI. RESULTS AND DISCUSSIONS

The Results and Discussions have been drawn from the analysis and data interpretations based.

- Analysis table’s authorization about all employees through the Affecting Factors for Motivation and Leadership Practices, Performance Improvements is Compulsory of all Pharma Manufacturing Industries in Nagpur

Region. Without decreasing average 32.19% of affecting factors, they cannot achieve all organisations’ goals in HRM Department.

- The strategic positioning of Motivation and Leadership Practices directly promotes Companies business goals and objectives, and thereby enhancing Companies performance. Motivation and Leadership Practices research exposed that HR’s role is to establish and

implement a high-level roadmap for Motivation and Leadership Practices Management in Pharma Manufacturing Industries in Nagpur Region.

- Pharma Manufacturing Industries in Nagpur Region must attention on constant learning and Awareness trainings program about Motivation and Leadership Practices in working places for employees. Pharma Manufacturing Industries Administrators should be involved in policy decisions for Motivation and Leadership training. Motivation and Leadership training must provide opportunities to learn and grow all Employees Performance and improve Leadership Quality.

## VII. CONCLUSIONS

- Conclusion based on examination of Results and Discussions, Actual Motivation and Leadership Practices is a continuous movement beginning with goal setting, progressing through periodic estimations and final in out-dated yearend estimation. It is designed to improve overall functioning of an organization.
- Based on the Results and Discussions of the analysis, the results showed that Actual Motivation and Leadership Practices proved to have a positive and significant effect on job satisfaction of all employees.
- Workplaces value significantly from having motivated staff. Primarily because it enables management to achieve the purposes of the business. Companies could be in a very dangerous situation without a motivated workplace. An organization can accomplish well levels of production with the assistance of motivated personnel who are more creative. An organization's success is connected with its capability to motivate its workforce. Motivation is a non-tangible quality that is inspiring to quantify and even more so to manage, yet it is extraordinarily simple to enable in a setting where self-governing leadership is used.
- Since there is a gap between the applied and preferred Motivation and Leadership style, this gap is filled by applying the leaders the ideal style of employees, i.e. the transformational leadership style. This recommendation does not only come

from employees' preferences, but this leadership style has been shown to be more powerful in motivating employees, so to increase employee motivation, leaders to use transformational leadership style.

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