

Leadership Development Programs and Their Impact on Organizational Performance: A Study of Manufacturing Companies in Mysore

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Abstract—Leadership development has emerged as a critical organizational strategy for enhancing employee capabilities, improving team performance, and ensuring long-term business sustainability. This study examines leadership development programs implemented in manufacturing companies and evaluates their effectiveness in improving leadership competencies and organizational outcomes.

I. INTRODUCTION

Organizations require capable leaders who can navigate complexity, inspire employees, drive innovation, and achieve organizational goals. Leadership development programs are essential for enhancing leadership capabilities and organizational effectiveness.

II. OBJECTIVES OF THE STUDY

1. Assess current leadership competencies.
2. Identify leadership development needs.
3. Design customized leadership development programs.
4. Evaluate the impact of leadership development interventions.

III. RESEARCH METHODOLOGY

Descriptive research design; sample size of 100 respondents; data collected through structured questionnaires; analysis performed using percentage analysis, regression, ANOVA, and Chi-square tests.

IV. RESULTS AND DISCUSSION

The findings indicate positive perceptions of leadership competencies, strong demand for mentoring and coaching, and significant improvements in individual and team performance following leadership development programs.

V. FINDINGS

Leadership competencies vary across levels; communication and mentoring are major development needs; leadership development programs positively influence organizational performance.

VI. RECOMMENDATIONS

Continuous competency assessments, mentoring programs, experiential learning, strategic alignment of leadership initiatives, and regular program evaluation are recommended.

VII. CONCLUSION

Leadership development programs significantly enhance leadership effectiveness and organizational performance. Organizations should adopt continuous and competency-based leadership development approaches.

REFERENCES

[1] References retained from the original report, including works by Gulati et al. (2020, 2021), Panda (2018, 2019), Currie et al. (2021), Maheshwari & Yadav (2018, 2019), and others.