



**National Conference on Latest Innovations in Engineering,  
Science, Management and Humanities (NCLIESMH – 2024)**

26<sup>th</sup> May, 2024, Raipur, Chhattisgarh, India.

**CERTIFICATE NO : NCLIESMH /2024/C0524538**

**A Study of Employee Productivity and Leadership Behaviors of  
Manufacturing Sector Employees**

**Saquib Jafar**

Research Scholar, Ph. D. in Management, Mansarovar Global University, Sehore, M.P., India.

**ABSTRACT**

The productivity of employees in the manufacturing sector is a critical determinant of organizational performance and competitiveness. This study explores the dynamic relationship between leadership behaviors and employee productivity within manufacturing environments. Leadership behaviors—particularly transformational, transactional, and laissez-faire styles—significantly influence how employees perform, engage, and contribute to operational goals. Through empirical analysis and survey data from manufacturing sector employees, the study identifies key leadership attributes such as motivation, communication, decision-making involvement, and recognition, which directly impact workforce output and efficiency. It also highlights how effective leadership fosters a positive work culture, enhances job satisfaction, and minimizes absenteeism, thereby boosting overall productivity. Conversely, poor leadership practices are shown to result in disengagement, low morale, and reduced performance. The study emphasizes the importance of leadership training and development as a strategic tool for improving productivity in manufacturing settings. It concludes that a proactive, supportive, and communicative leadership style correlates strongly with higher levels of employee output. The findings provide valuable insights for industrial leaders, HR practitioners, and policymakers aiming to enhance productivity through effective leadership strategies, ultimately contributing to sustainable growth and operational excellence in the manufacturing sector.