

Chapter 6

Inspiring Growth: How Leadership Enhances Employee Motivation Through Training and Development Strategies

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ABSTRACT

In the ever-evolving organizational environment, the interplay between leadership, training, and employee motivation is pivotal for achieving success. This chapter delves into this dynamic, emphasizing the mediating role of training and development. By integrating theoretical frameworks and empirical evidence, it presents a model illustrating how leadership styles influence training initiatives and, in turn, affect employee motivation. The chapter underscores the importance of aligning leadership practices with organizational objectives and values, while also emphasizing how training enhances employee competencies and job satisfaction. Additionally, it explores moderating elements such as organizational culture. Offering both theoretical insights and practical recommendations, the chapter provides valuable guidance for leaders and HR professionals aiming to foster motivation and engagement within their organizations.

1. INTRODUCTION

In this section, we introduce the critical topic at hand: the pivotal role of leadership in enhancing employee motivation through training and development strategies. Leadership stands as a cornerstone in organizational success, with its ability to inspire, motivate, and empower employees being widely acknowledged. Within this context, effective leadership becomes instrumental in fostering a culture of motivation and engagement, driving organizational performance and success. Through this paper, our overarching goal is to present a conceptual model that offers insights into the intricate relationship between leadership, training, and employee motivation. By elucidating the mechanisms through which leadership styles and training initiatives influence employee motivation, we aim to provide a roadmap for organizational leaders and HR practitioners seeking to optimize employee engagement and performance. Through this exploration, we aspire to contribute to the advancement of knowledge in the fields of organizational behavior and human resource management, offering prac-

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