

MBA- GENERAL MANAGEMENT

RESEARCH PROPOSAL

MODULE CODE- LCMB7020_BIRM

PROGRAM LEADER- VASILIOS TAVLARIDIS

NAME- ANUJ CHOPRA

STUDENT ID- 2225778

SUPERVISOR- MASUD IBRAHIM

**EXAMINING THE IMPACT OF LEADERSHIP STYLES
ON EMPLOYEE MOTIVATION AND PERFORMANCE IN
RETAIL INDUSTRY OF UK: A CASE STUDY OF TESCO**

Table of Contents

Background	3
“Aim and objectives”	3
Research questions	3
Research Rationale and Problem Statement	4
Literature Review	4
Assessing the impact of proper management styles in the workplace	4
Company benefits in implementing precise leadership styles	5
Hurdles of Tesco in implementing precise leadership styles	6
Methodology	7
Research philosophy	7
Research approach	7
Research design	8
Data collection	8
Ethical considerations	8
Timeframe	9
Expected findings	9
Reference list	10

Background

Dynamic leadership style has been helpful for Tesco as it improved motivation techniques. This is because of the fact that the dynamic leaders are specifically characterised by some effective actions which are primarily focused on benevolent and compassion (Guterresa *et al.*, 2020). As a result of the effective leadership style in the workplace of Tesco, employees have become inspired and motivated from their leaders and they have been able to execute their work in an effective manner. The level of employee engagement as well as collaboration among the employees has increased in Tesco as all the employees have been motivated due to proper leadership styles. The enactment of the staff and that of the overall company has improved as the primary focus of the employees to help the company achieve its success through various means (Baig *et al.*, 2021). Apart from that, it has been observed that democratic leadership style has played a very significant role in increasing the rate of job satisfaction among the employees which has affected the work performance and motivation in a positive way among the employees.

“Aim and objectives”

Aim

The key aim of this research study is to evaluate the sway of proper leadership style on staff motivation and the work enactment of the employees.

Objectives

- To analyse the effectiveness of proper management styles in a workplace
- To evaluate the benefits that a company can get by incorporating appropriate leadership styles
- To highlight the challenges faced by Tesco while incorporating proper leadership styles
- To provide strategies in order to resolve the issues

Research questions

- What are the importance of proper leadership styles in driving employee motivation and performance in the retail industry?
- What are the benefits that a company can get by incorporating appropriate leadership styles?

- What are the challenges faced by Tesco while incorporating proper leadership style
- What are the strategies in order to resolve the issues?

Research Rationale and Problem Statement

The research notion is significant to articulate the importance of implementing effective leadership style that can enhance the level of employee performance and motivation in TESCO. The problem ascertaining this framed research idea is all about determining the extent of challenges that TESCO faced in order to implement a precise leadership style within its corporate institution (Dekimpe and van Heerde, 2023). The area of focus for the researcher is to ascertain the real impact that effective leadership styles can have in the UK retail sector, especially TESCO and the challenges it has faced, in order to reach the present position.

Literature Review

Assessing the impact of proper management styles in the workplace

Rabiul *et al.*, (2023) suggests that only by implementing precise management and leadership styles within the workplace, all the procedures of enhancing competencies can be derived suggestively. Similar notion has been presented by Ngetich (2023), which suggests that strategic style of management is effective in ensuring that all the operations in the retail sectors are inundated likewise. In this regard, Rabiul *et al.*, (2023) confirms the same by suggesting that all the areas of denominations are found to be associated with that of the factors that are the areas of significant development to a great extent. Therefore, these are the factors that are found to be oriented with management styles suggestively. This is illustrated below:

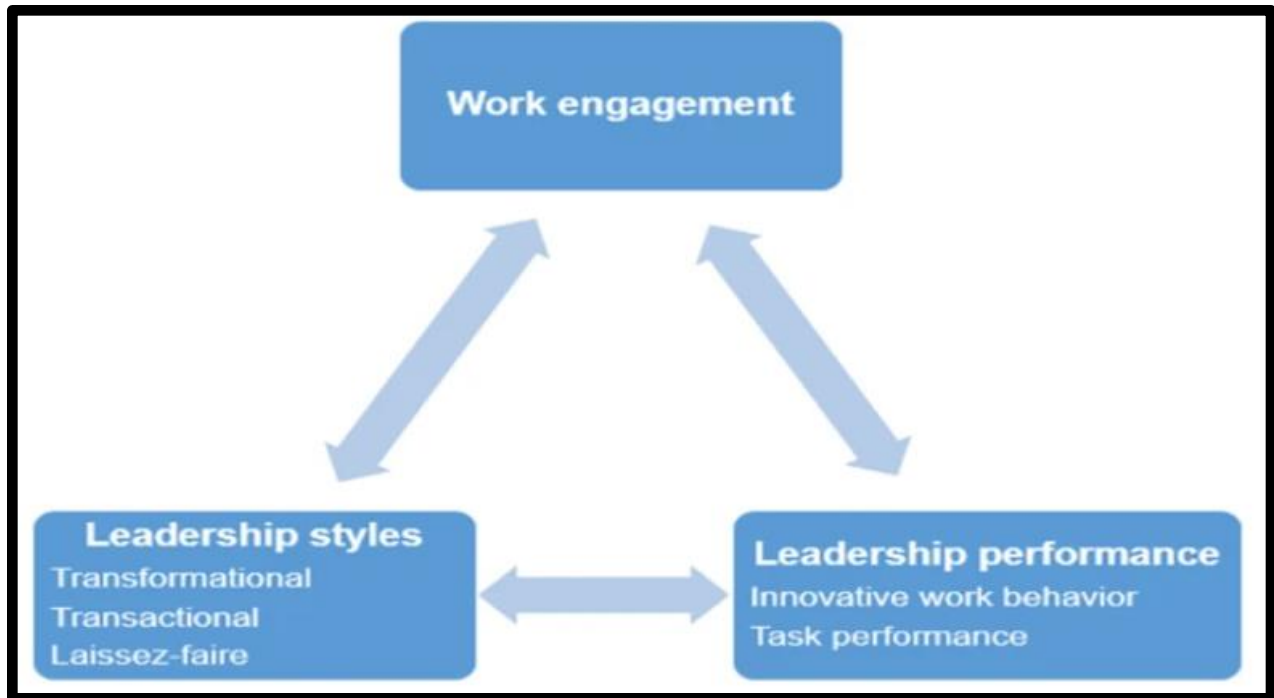


Figure 1: Effectiveness of management styles

(Source: Thanh *et al.*, 2022)

Company benefits in implementing precise leadership styles

Wahyudi *et al.*, (2023) suggests that the benefits of company are associated with that of the pertinent leadership styles altogether. Precisely, it is all about ascertaining that precise company performance and employee motivation altogether in a suggestive manner. It is important to suggest that the pertinent leadership style is found to be immensely attaining and significant in nature because all of these factors and its implementation are important enough to precisely operate a company altogether. In this regard, Rabiul *et al.*, (2023) also suggests the same that leadership styles are found to be implemented in the most precise manner because that simply ensures to initiate proper communication strategies. The aspects of common styles of leadership is offered below:

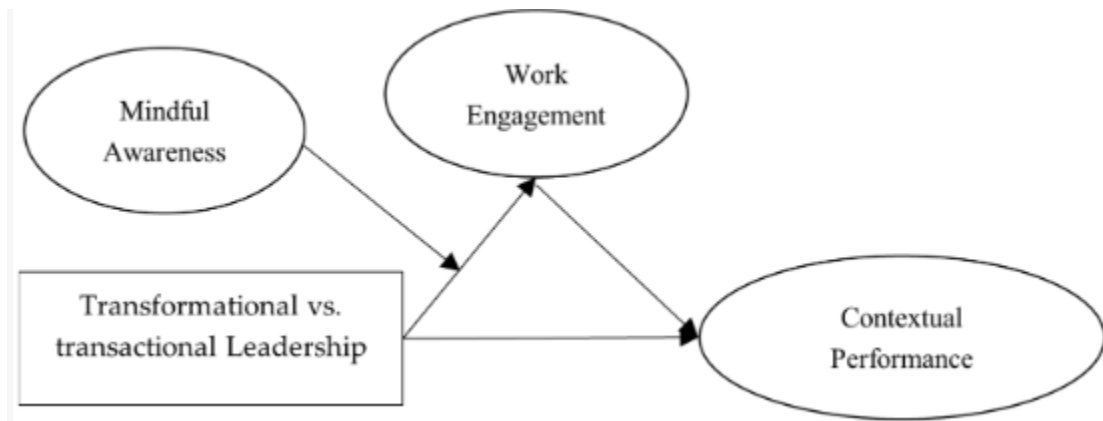


Figure 2: Leadership styles
(Source: Zaw and Takahashi, 2022)

Hurdles of Tesco in implementing precise leadership styles

TESCO had to undergo significant changes through all the aspects of leadership style altogether with the help of changes in incorporation. It is important to suggest that all the changes are supposed to be incorporated in the retail sectors and that is why, significant alterations have been initiated (Wahyudi *et al.*, 2023). In this regard, all the areas of development that have been done in the company are associated with bringing in sufficiently. The below illustration suggests the same that avails in TESCO:

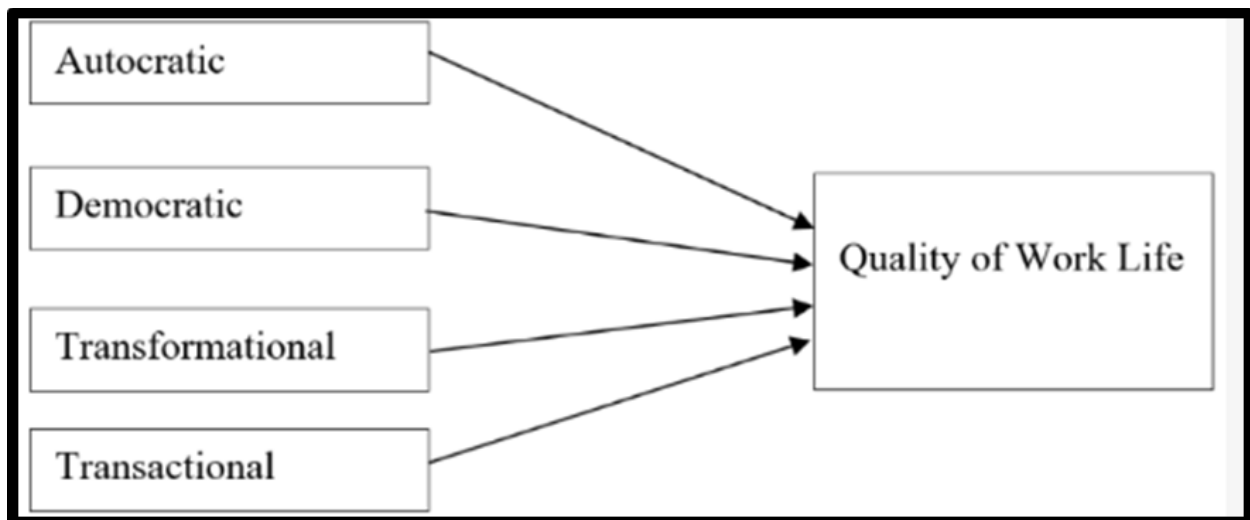


Figure 3: Leadership style

Methodology

Research philosophy

This study has employed the beneficial aspects of positivism research philosophy. Four kinds of research philosophies are most extensively incorporated in studies, like positivism, realism, pragmatism, and interpretivism. The approach of selecting positivism as a research philosophy can be considered useful when seeking to create empirical measurable results objective and evidence. It helps in emphasizing statistical analysis, difficult data collection, and the verification of hypotheses, which is effective in making it well-suited for quantitative and scientific research (Pandey and Pandey, 2021). The focus of positivist research philosophy on reproducibility and objectivity helps in enhancing the reliability and credibility of research findings, mainly in fields such as social sciences and natural sciences, where empirical data can be considered crucial for making informed decisions and drawing conclusions.

Research approach

The effectiveness of both quantitative and qualitative research approaches has been selected in this study for making the study more precise and effective on the chosen topic. The approach of selecting both quantitative and qualitative research approaches can be considered essential because it helps in providing an inclusive understanding of a research problem (Mukherjee, 2019). Qualitative methods focus on offering insights into meaning and context, while quantitative methods play a major role in offering numerical data for statistical analysis, which is effective in making sure of a robust and well-rounded research study.

Research design

A mixed-methods research design will be implemented, incorporating quantitative data analysis in order to examine numerical trends and patterns, followed by qualitative data collection and analysis in order to explore contextual nuances and underlying themes, which is effective in delivering an inclusive understanding of the research topic.

Data collection

This research implemented the helpfulness of a secondary data collection method in the process of executing this study. The method of secondary data collection focuses on collecting the data relevant to the chosen topic by considering several secondary sources. Choosing a secondary data collection method has a considerable role in assisting the research papers to be more in-depth and specific on the preferred research topic (Säfssten and Gustavsson, 2020). The different secondary data sources, which are considered in the process of executing this research paper are website magazines, newspapers, journals, books, reports, articles, and more. In the process of maintaining the accuracy and genuineness of the study, only the existing theories that had been issued within the past three to five years have been selected.

Ethical considerations

It is very crucial to verify the accuracy of different existing case studies that are used in this data in the period of data collection and data analysis. All the regulations and guidelines of general data protection acts are obeyed throughout the process of executing this paper (Budianto, 2020). It is also essential not to disclose the detailed data collection procedure for determining the authenticity of the study. The approach of maintaining ethics helps the studies to be completed within a particular time-bound.

Timeframe

Activity	1 st week	2 nd week	3 rd week	4 th week	5 th week	6 th week	7 th week	8 th week	9 th week	10 th week	11 th week	12 th week	13 th week	14 th week	15 th week
Selection of research topic															
Aim and objective formation															
Literature review preparation															
Selection of research methods															
Data collection															
Data analysis															
Writing total project															
Submission															

Figure1: Gantt Chart

(Source: By Author)

Expected findings

It is expected that in the future this paper will help the researcher in evaluating the impact of proper leadership style within any company and the way it has helped in improving work performance of employees that work under Tesco. It is important enough to suggest that all the implications of the initiated research are initiated in the best possible manner in a suggestive form. The researcher must be emphasizing largely on the areas of development to a great extent because it is the only way through which all the areas of focus can be implemented in the best possible manner (Rosnizam *et al.*, 2020). Therefore, these are the areas that are found to be initiating precisely because it is the only way through which future understandings to a great extent in a proactive manner.

Reference list

- Baig, S.A., Iqbal, S., Abrar, M., Baig, I.A., Amjad, F., Zia-ur-Rehman, M. and Awan, M.U., 2021. Impact of leadership styles on employees' performance with moderating role of positive psychological capital. *Total Quality Management & Business Excellence*, 32(9-10), pp.1085-1105.
- Budianto, A., 2020. Legal research methodology reposition in research on social science. *International Journal of Criminology and Sociology*, 9(1), pp.1339-1346.
- Dekimpe, M.G. and van Heerde, H.J., 2023. Retailing in times of soaring inflation: What we know, what we don't know, and a research agenda. *Journal of Retailing*, 1-15.
- Ebrahim, Z.B., Hafidzuddin, S.A., Saud, M.K., Mustakim, N.A. and Mokhtar, N., 2022, October. Leadership Style and Quality of Work Life among Nurses in Malaysia during the COVID-19 Pandemic Crisis. In *Proceedings* (Vol. 82, No. 1, p. 99). MDPI.
- Guterres, L.F.D.C., Armanu, A. and Rofiaty, R., 2020. The role of work motivation as a mediator on the influence of education-training and leadership style on employee performance. *Management Science Letters*, 10(7), pp.1497-1504.
- Mukherjee, S.P., 2019. A guide to research methodology: An overview of research problems, tasks and methods.
- Ngetich, M., 2023. Effect of strategic orientation on the performance of large retail stores in Nairobi. *International Journal of Social Sciences Management and Entrepreneurship (IJSSME)*, 7(1), 1-55.
- Pandey, P. and Pandey, M.M., 2021. *Research methodology tools and techniques*. Bridge Center.
- Rabiul, M.K., Shamsudin, F.M., Yean, T.F. and Patwary, A.K., 2023. Linking leadership styles to communication competency and work engagement: evidence from the hotel industry. *Journal of Hospitality and Tourism Insights*, 6(2), pp.425-446.
- Rosnizam, M.R.A.B., Kee, D.M.H., Akhir, M.E.H.B.M., Shahqira, M., Yusoff, M.A.H.B.M., Budiman, R.S. and Alajmi, A.M., 2020. Market opportunities and challenges: A case study of Tesco. *Journal of the community development in Asia*, 3(2), pp.18-27.
- Säfsen, K. and Gustavsson, M., 2020. Research methodology: for engineers and other problem-solvers.
- Thanh, N.H., Quang, N.V. and Anh, N.N., 2022. The relationship between leadership style and staff work engagement: An empirical analysis of the public sector in Vietnam. *Humanities and Social Sciences Communications*, 9(1), pp.1-12.

Wahyudi, L., Panjaitan, H.P. and Junaedi, A.T., 2023. Leadership Style, Motivation, and Work Environment on Job Satisfaction and Employee Performance at the Environment and Hygiene Department of Pekanbaru City. *Journal of Applied Business and Technology*, 4(1), pp.55-66.

Zaw, P.P. and Takahashi, Y., 2022. Effect of Transformational Leadership on Contextual Performance Mediated by Work Engagement and Moderated by Mindful Awareness. *Merits*, 2(4), pp.241-257.