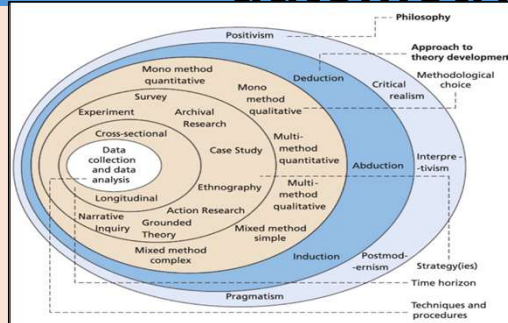


Impact of inclusive leadership in staff motivation: a case study of the UK automotive industry

Research Design

- A systematic literature review (SLR) design has been followed in the research
 - An independent academic method to identify and evaluate empirical evidence
 - Use of a systematic analytical approach
- Usage of collected literary pieces and scientifically credible sources
- Systematically evaluating and analysing literary sources to integrate authentic information
- Underpinning literature sources for adapting SLR approaches to support research validity
- Enhancing foundational reliability of the research (Azarian *et al.*, 2023)
- Reduction of biases and research subjectivity



Keywords and Databases

- Specific keywords are used to gain information from offline and online databases
 - Keywords include inclusive leadership, diversity, staff motivation
 - Automotive industry, leadership, inclusion and motivation
- Authentic databases serve as a reliable foundation for conducting effective research (Shaheen *et al.*, 2023)
- Offline databases include information from educational establishments
- Online databases include Google Scholar, ProQuest, ScienceDirect and Elsevier
- The use of authentic databases helps in addressing research questions with evidence-based discussions
- Collecting information from peer-reviewed journals and articles
- Using up-to-date information helps integrate factual information associated with contemporary business contexts.



Data Collection and Analysis

- The study collected qualitative secondary data for integrating facts
- Qualitative secondary data helped in validating research findings on a broader scope
- Data is collected from online and offline databases
 - Data sources include articles, journals and online newspapers
- Strict adherence to authentic sources such as Google Scholar, ProQuest, Elsevier and ScienceDirect
- Research quality is developed through inclusion of updated information aligned with contemporary business scenarios
- A secondary qualitative methodology has been used in the research
 - A thematic data analysis technique has been used for the research

Inclusion/Exclusion criteria

- Peer-reviewed articles and journals are taken into consideration for data collection
- Language of articles and journals is limited to English
- Online newspaper articles and official websites were also used as data sources for the research
- Non-peer-reviewed articles, journals and academic resources have been excluded from the data collection procedure
- Academic journals and literary works published more than 5 years ago were rejected



Search Strategy and terms

- A keyword search strategy was used in the research
 - Reliable sources of information were discovered from keywords for addressing research questions (Haghani, 2023)
- Search terms were used to identify reliable research data from various online sources
- Helped in providing a data-driven conclusion to the research
- Search terms**
 - Automotive industry
 - Staff motivation
 - Inclusive leadership
 - Automotive sector in the UK

Findings

- Inclusive leadership helps in transforming abstract diversity into structured and metric-driven operational habits
- Leaders place a high priority on self-awareness and cultural sensitivity
- Inclusive leadership practices help in mitigating the gender pay gap
- Lack of psychological safety leads to emotional fatigue and job dissatisfaction (El-Ashry *et al.*, 2025)
- Challenges related to inclusive leadership include high rigidity and manufacturing reliance on fast-moving assembly lines
- Automotive workers (27%) report facing challenges in managing their mental health (Institute of the Motor Industry, 2024)
- Inclusive leadership facilitates staff management by fulfilling psychological needs of belongingness and uniqueness
- More than 3,100 employee-led network members at JLR are associated with corporate decision-making pathways (LR, 2023)
- Aligning middle management with financial incentives can improve workforce retention



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UK AUTOMOTIVE RESTART SUPPORT AND TRADE PRIORITIES

