

# An Analysis on Transformation of Leadership and its Impact on Employee Performance at PEPSICO PVT LTD, Bangalore

Author1: SANGEETHA CS

IV Sem MBA, R.R INSTITUTE OF ADVANCED STUDIES

RR Institutions

Bangalore University, Bangalore.

Email ID: [Sangeethacs984@gmail.com](mailto:Sangeethacs984@gmail.com)

Author2: SHRUTHY MURTHY

Assistant professor, R.R INSTITUTE OF ADVANCED STUDIES,

RR Institutions

Bangalore University, Bangalore

Email ID: [shruthimurthy71@gmail.com](mailto:shruthimurthy71@gmail.com)

## ABSTRACT

This analysis examines the transformation of leadership styles at PepsiCo Pvt Ltd in Bangalore and its impact on employee performance. Focusing on transformational leadership, the study highlights how such leaders inspire and motivate employees to exceed expectations and align with organizational goals. Transformational leaders create an environment of trust and emotional support, enhancing employee engagement and job satisfaction. Key dimensions, including individualized consideration and inspirational motivation, are explored for their correlation with improved productivity and commitment. The findings suggest that adopting transformational leadership practices can lead to significant gains in employee performance. Ultimately, this research underscores the importance of effective leadership in fostering a motivated workforce capable of adapting to a dynamic business landscape. To analysis the research used a **T- Test** as a statistical tool. Insights from this study aim to guide leadership development initiatives within PepsiCo and similar organizations.

**Keywords:** Transformational Leadership, Employee Performance, Leadership Transition, PepsiCo India, Market Dynamics, Innovation, Sustainable Practices, Diversity and Inclusion, Leadership Development, Organizational Effect

## 1.INTRODUCTION

Effective leadership is essential for maintaining competitive advantage and accomplishing organizational objectives in the quickly changing business environment of today. A major area of focus for contemporary businesses is leadership transformation, which is the dynamic process of modifying leadership tactics and styles to satisfy shifting organizational demands

One of the biggest food and beverage corporations in the world, PepsiCo, has changed its leadership a number of times in order to stay inventive and competitive. The performance of the business and employee satisfaction are directly impacted by these changes in leadership practices, which are reflected in PepsiCo Pvt Ltd, Bangalore, a significant component of the company's operations in India. The goal of PepsiCo's leadership change has been to promote a culture that is more flexible, inclusive, and performance-drive

## 2. RESEARCH METHODOLOGY

This study uses a mixed-methods approach, combining qualitative and quantitative data collection techniques to examine how leadership transformation affects employee performance at PepsiCo Pvt Ltd in Bangalore. This method combines objective data with subjective insights to enable a thorough analysis. Conducting in-depth interviews with staff members at various organizational levels, such as frontline employees, middle management, and senior management, is part of the qualitative component. Employee perceptions of leadership changes will be investigated through these semi-structured interviews, with an emphasis on how these changes have affected their motivation, job satisfaction, and general performance. To further enhance the qualitative insights, focus group discussions will be arranged to promote group discussion on leadership philosophies and how they impact team dynamic.

### 2. OBJECTIVES OF THE STUDY

2. Leadership effectiveness and team collaboration.
2. Enhancing leadership practices to boost employee performance
2. Leadership transformation on organizational culture and climate.
2. Leadership changes on employee performance metric.

## 3. REVIEW OF LITERATURE

1. **Bass, B. M., & Avolio, B. J. (2020).** *“Improving organizational effectiveness through transformational leadership”*. Sage Publications. In their seminal work, *Improving Organizational Effectiveness through Transformational Leadership*, Bernard M. Bass and Bruce J. Avolio explore the profound impact of transformational leadership on organizational performance. They define transformational leadership as a style that motivates and inspires followers to exceed their own self-interests for the benefit of the organization.
2. **Bass, B. M. (2021).** *“Leadership and performance beyond expectations. Free Press.”* In *Leadership and Performance Beyond Expectations*, Bernard M. Bass presents a comprehensive analysis of leadership styles and their impact on organizational performance. He introduces the concept of transformational leadership, emphasizing its ability to inspire and motivate followers to achieve exceptional outcomes. Bass identifies key attributes of transformational leaders, such as their capacity to articulate a compelling vision, foster innovation, and provide individualized support to team members. outcomes. Bass identifies key attributes of transformational leaders, such as their capacity to articulate a computers
3. **Northouse, P. G. (2022).** *“Theory and Practice. Sage Publications in Leadership”*: *Theory and Practice*, Peter G. Northouse provides a comprehensive overview of various leadership styles, including transformational, transactional, and servant leadership. He emphasizes the importance of context and situational factors in determining effective
4. **McCauley, C., & Hughes, M (2023)** In their article **"The Role of Leadership in Enhancing Employee Performance,"** McCauley and Hughes examine the critical relationship between leadership styles and employee outcomes. They argue that effective leadership significantly influences motivation, job satisfaction, and overall performance. By analyzing various leadership frameworks, the authors highlight how transformational leadership, in particular, fosters an environment of trust and collaboration, driving employees to exceed expectations.
5. **Grant, A. M. In "Leading with Meaning: Beneficiary Contact, Prosocial Impact, and the Work Motivation of Non-profit Employees,"** Adam M. Grant investigates how leaders can enhance employee motivation through meaningful work experiences. He emphasizes the importance of beneficiary contact—when employees interact directly with those who benefit from their work. Grant's research shows that these interactions significantly increase employees' sense of purpose and engagement, leading to improved performance

#### 4. DATA METHODOLOGY

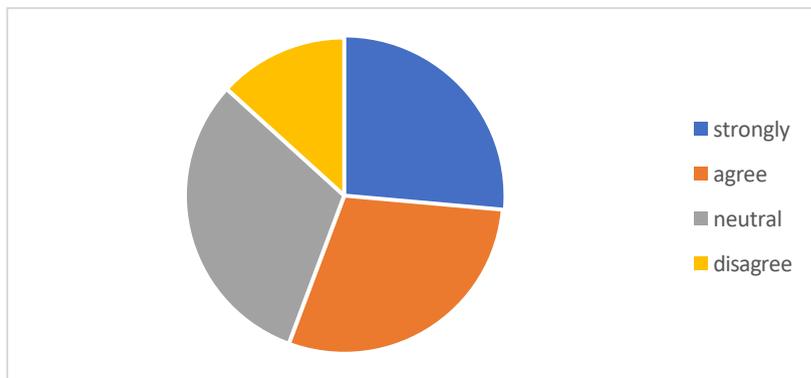
**Table 4.1** positively impacted your work experience.

Particulars	No of respondents	Percentage
Strongly	28	26.4%
Agree	31	29.2%
Neutral	33	31.1%
Disagree	14	13.2%

**Table 4.1**

**Analysis:** The analysis of the agreement levels reveals that a combined 55.6% of respondents either strongly agree (26.4%) or agree (29.2%) with the statement, indicating a generally positive sentiment overall. However, 31.1% remain neutral, suggesting uncertainty or ambivalence about the issue at hand. In contrast, 13% of respondents disagree, highlighting a minority that may have concerns or differing opinions, which organizations should consider addressing to foster greater consensus and understanding.

##### 4.1 positively impacted your work experience



**Graph 4.1**

**Interpretation:** The interpretation of the agreement levels indicates that a majority of respondents hold a positive view, with 55.6% either strongly agreeing (26.4%) or agreeing (29.2%) with the statement. However, the presence of 31.1% who are neutral suggests that there is a significant portion of respondents who may be uncertain or indifferent. Additionally, 13% of respondents disagree, reflecting some dissenting opinions that organizations should acknowledge and address to enhance overall engagement and understanding among stakeholders.

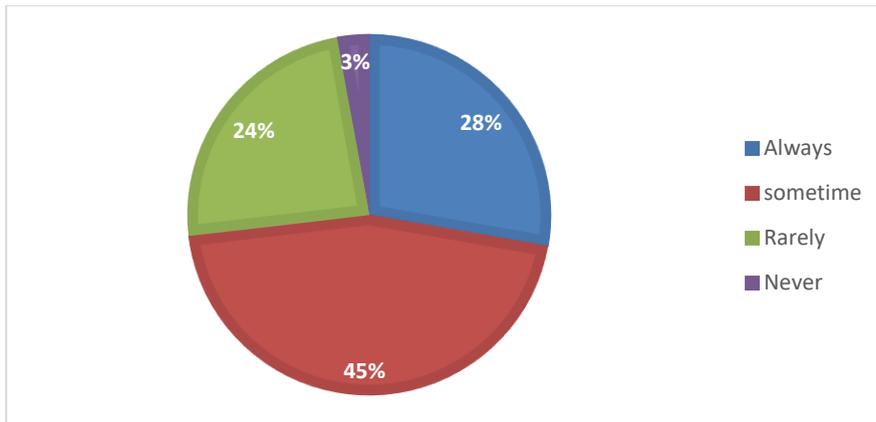
**Table 4.2** PepsiCo provide opportunities for skill development and growth

Particulars	No of respondents	Percentage
Always	30	27.8%
sometime	49	45.4%
Rarely	26	24.1%
Never	3	2.8%

**Table 4.2**

**Analysis:** The engagement analysis reveals that 45.4% of respondents engage sometimes, indicating moderate participation, while 27.8% engage always, showing a committed subset. However, 24.1% engage rarely, and only 2.8% report never engaging, suggesting that while most have some level of involvement, there is room for organizations to foster more consistent engagement among all respondents.

**Graph 4.2 PepsiCo provide opportunities for skill development and growth**



**Graph 4.2**

**Interpretation:** The data indicates varying levels of engagement among respondents regarding a specific behavior or attitude. A significant majority, 73.2%, report engaging "always" (27.8%) or "sometimes" (45.4%), suggesting a generally positive trend toward the behavior in question. Conversely, only 26.9% of respondents indicate infrequent engagement ("rarely" at 24.1% and "never" at 2.8%), highlighting that a small minority does not participate at all.

**TESTING THROUGH T TEST**

**Table 4.3: Employee concern and challenges during periods of transition.**

Particulars	No of respondents	Percentage
Very effectively	22	20.4%
Effectively	52	48.1%
Neutral	27	25%
Ineffective	7	6,5%

**Table 4.3**

**P value and statistical significance:**

The two-value equals 0.0632

By conventional criteria, this difference is considered to be not quite statistically significant.

**Confidence interval:**

The hypothetical mean is 0.00

The actual mean is 27.00

The difference between these two values is 27.00

The 95% confidence interval of this difference:

From -2.77 to 56.77

Intermediate values used in calculations:

$t = 2.8864$

$df = 3$

standard error of difference = 9.354

GraphPad's web site includes portions of the manual for GraphPad Prism that can help you learn statistics. First, review the meaning of P value and confidence intervals. Then learn how to interpret results from a one sample t test.

**Review your data:**

Mean 27.00

SD 18.71

SEM 4

N 9.35

**Interpretation:** The interpretation of the effectiveness data reveals that 68.5% of respondents view the process as either very effective (20.4%) or effective (48.1%), indicating a strong overall positive perception. However, the 25% who are neutral and 6.5% who find it ineffective suggest that there are areas for improvement and that some respondents may require further information or support to enhance their perceptions of effectiveness.

## 5.FINDINGS AND SUGGESTION

### 5.1 FINDINGS

1. **68.5% of respondents** rated the transition process as effective or very effective.
2. **25% of respondents** were neutral, showing uncertainty about the process's effectiveness.
3. **6.5% found the process ineffective**, indicating some dissatisfaction.
4. The **p-value of 0.0632** suggests the results are not statistically significant.
5. The **confidence interval** from -2.77 to 56.77 indicates a wide range of possible outcomes.

### 5.2 SUGGESTION

1. **Provide more clarity** on the transition process to address neutral responses.
2. **Target improvements** in areas where respondents found the process ineffective.
3. **Enhance communication and support** to increase overall effectiveness perceptions.
4. **Conduct further analysis** to validate the statistical significance of the findings.
5. **Focus on continuous feedback** to refine the process and increase satisfaction.

## CONCLUSION

The analysis of leadership transformation at PepsiCo Pvt Ltd in Bangalore highlights the significant impact of transformational leadership on employee performance. The findings reveal that employees who perceive their leaders as inspiring and supportive are more engaged and productive. Effective communication, regular feedback, and tailored engagement strategies are essential for fostering a positive work environment. By prioritizing the development of transformational leadership qualities and actively involving employees in initiatives, PepsiCo can enhance job

satisfaction and overall performance. Ultimately, this approach will contribute to the organization's long-term success and adaptability in a competitive market. Emphasizing these elements will ensure that both leaders and employees thrive together, driving innovation and growth.

### Bibliography

1. Bass, B. M. (2020). *Bass & Stogdill's Handbook of Leadership: Theory, Research, and Managerial Applications* (3rd ed.). Free Press.
2. Northouse, P. G. (2021). *Leadership: Theory and Practice* (8th ed.). SAGE Publications.
3. Yukl, G. (2022). *Leadership in Organizations* (8th ed.). Pearson Education.
4. Avolio, B. J., & Bass, B. M. (2023). Individual consideration viewed at multiple levels of analysis: A multi-level framework for examining the diffusion of transformational leadership.
5. *The Leadership Quarterly*, 6(2), 199-218. [https://doi.org/10.1016/1048-9843\(95\)90035-7](https://doi.org/10.1016/1048-9843(95)90035-7)
6. Epitropaki, O., & Martin, R. (2023). Transformational leadership and objective job performance: The mediating role of affective commitment. *The Leadership Quarterly*, 16(2), 119-139.