



Transforming Ideas into Growth: Entrepreneurial Leadership in Gainup Manufacturing Industry

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How to Cite this Article:

Leelavathy, P. (2026). Transforming Ideas into Growth: Entrepreneurial Leadership in Gainup Manufacturing Industry. International Journal of Creative and Open Research in Engineering and Management, <i>02</i>(04).
<https://doi.org/10.55041/ijcope.v2i4.116>

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<https://doi.org/10.55041/ijcope.v2i4.116>

Abstract

Entrepreneurial leadership plays an important role in the growth and sustainability of modern business. It combines the innovative thinking of entrepreneurship with the guiding ability of leadership. In today's competitive business environment, organizations require leaders who are capable of identifying opportunities, managing risks, and motivating employees toward achieving organizational goals. Entrepreneurial leaders encourage creativity, adaptability, and strategic thinking, which help organizations respond effectively to changing market conditions. The purpose of this study is to understand how entrepreneurial leadership contributes to business growth. It examines how leadership qualities such as innovation, vision, decision-making ability, and risk-taking behaviour influence organizational performance. The study also highlights how entrepreneurial leaders build strong teams, develop new strategies, and create opportunities for expansion and long-term success. Data for the study are collected from various secondary sources such as books, journals, research articles, and online publications. The analysis shows that organizations led by entrepreneurial leaders often experience higher levels of innovation, productivity, and competitiveness. Such leaders promote a culture of learning and continuous improvement, which strengthens business performance. The findings of this research suggest that entrepreneurial leadership is a key factor in achieving sustainable business growth.

Organizations that encourage entrepreneurial thinking among their leaders and employees are more likely to succeed in the dynamic global marketplace.

Key Words - Entrepreneurial Leadership, Business Growth, Innovation, Organizational performance, Strategic Thinking, Leadership Development.

I. INTRODUCTION

In the modern business world, organizations must constantly adapt to technological changes, market competition, and evolving customer expectations. Traditional leadership styles are no longer sufficient to handle these challenges.



Instead, organizations require leaders who can think creatively, take calculated risks, and guide their teams toward innovation and growth. This type of leadership is commonly known as entrepreneurial leadership. Entrepreneurial leadership combines the characteristics of entrepreneurship and leadership. Entrepreneurs are known for their ability to identify opportunities and develop innovative ideas, while leaders are responsible for guiding teams and managing resources effectively. When these two qualities come together, they create a powerful approach that helps businesses grow and remain competitive. Entrepreneurial leaders focus on creating value for the organization by encouraging innovation, improving productivity, and exploring new business opportunities. They inspire employees to think differently and contribute new ideas that can improve products, service, or processes. Such leadership not only improves organizational performance but also strengthens employee motivation and engagement. Business growth is an important goal for every organization. Growth may be reflected in increased profits, market expansion, improved productivity, or stronger brand reputation. Entrepreneurial leadership plays a significant role in achieving these outcomes because it encourages innovation, strategic planning, and effective decision-making. In recent years, many successful organizations have demonstrated the importance of entrepreneurial leadership. Companies that promote entrepreneurial thinking among their leaders are often better prepared to handle uncertainties and market changes. Therefore, understanding the relationship between entrepreneurial leadership and business growth has become an important area of study for researchers and business professionals.

II. OBJECTIVES OF THE STUDY

1. To understand the concept of entrepreneurial leadership.
2. To examine the role of entrepreneurial leadership in business growth.
3. To analyze how leadership qualities influence organizational performance.
4. To identify the factors that support business growth through effective leadership.

III. NEED FOR THE STUDY

In the current competitive business environment, organizations must continuously innovate and improve their strategies in order to survive and grow. Entrepreneurial leadership has become an important factor that influences the success of businesses. Leaders who possess entrepreneurial qualities are better able to identify opportunities, manage risks, and , businesses can learn how to improve their leadership practices and create a culture that supports growth and long-term sustainability.

IV. REVIEW OF LITERATURE

Chen (2020) - examined the role of entrepreneurial leadership in digital transformation. The study found that leaders with entrepreneurial qualities help organizations adapt to technological changes and improve business efficiency.

Anwar and Shah (2021) - studied entrepreneurial leadership in emerging economies and found a strong positive relationship between leadership style and business growth. The research emphasized that entrepreneurial leaders improve market performance and competitiveness.

Miao et al. (2022) - examined the relationship between entrepreneurial leadership and firm performance. The findings indicated that organizations led by entrepreneurial leaders show higher levels of adaptability and productivity.

Do and Luu (2023) - studied innovation capability and reported that entrepreneurial leaders enhance flexibility and responsiveness to environmental changes, supporting long-term growth.

Al Mamun et al. (2023) - emphasized the role of entrepreneurial leadership in small business performance. The study found that innovation and strategic thinking significantly improve business success.

Raza et al. (2024) - examined the influence of entrepreneurial leadership on organizational resilience. The study concluded that such leadership helps firms withstand market uncertainties and maintain steady growth.

Singh and Sharma (2025) - highlighted that entrepreneurial leadership is a critical factor in achieving sustainable business growth. The study emphasized the importance of leadership development programs in modern organizations.



V. HYPOTHESIS

H1 : Entrepreneurial leadership has a significant positive relationship with business growth.

H2 : Entrepreneurial leadership does not have a significant relationship with business growth.

VI. RESEARCH METHODOLOGY

6.1 Research Design

The study adopts a descriptive research design to analyze the role of entrepreneurial leadership in business growth.

6.2 Area of the Study

Dindigul District was selected for this study because it is an emerging industrial and manufacturing hub in Tamil Nadu, known for its growing number of small and medium-scale industries. The district has a strong presence of manufacturing units, particularly in sectors such as textiles, food processing, and engineering, which contribute significantly to regional economic development. Among these, Gainup Industries plays an important role in the manufacturing sector by providing employment opportunities and fostering industrial growth.

The study focuses on “Transforming Ideas into Growth: Entrepreneurial Leadership in Gainup Manufacturing Industry,” aiming to understand how entrepreneurial leadership practices influence organizational growth and employee performance. In recent years, there has been increasing emphasis on innovation, leadership skills, and strategic decision-making within manufacturing industries. However, the extent to which entrepreneurial leadership is practiced and its impact on employees in Gainup Industries remains an area that requires detailed exploration.

Dindigul district provides a suitable environment to study these aspects, as it combines traditional industrial practices with modern management approaches. By selecting this region, the researcher can gather practical insights from employees regarding leadership styles, innovation, and organizational development. The findings of this study are expected to contribute to improving leadership effectiveness and promoting sustainable growth within the manufacturing industry.

1. Sample Distribution (Department-wise)

Department	Respondents
Production Department	20
Human Resource Department	10
Finance Department	10
Quality Control	15
Maintenance Department	10
Administration	10
Total	75

2. Final Sample Distribution

Category	Respondents
Total Employees	750
Sample Selected	75



6.3 Data Source

6.3.1 Primary Data: Primary data was collected directly from respondents through a structured questionnaire. A total of 75 employees took part in the survey.

6.3.2 Secondary data: Secondary data was collected from books, research journals, articles, and reliable online sources related to entrepreneurship leadership and business growth.

6.3.3 Sample Method : Convenience sampling method

6.3.4. Sample Size: Out of 750 employees 10% of employees have taken as samples that is 75 employees who are working in Gain Up manufacturing industry in Dindigul District of Tamilnadu have taken as samples in this study.

6.3.5 Tools for analysis : Percentage analysis, Correlations Analysis, and Regression

VII. DATA ANALYSIS AND INTERPRETATION

Simple percentage analysis

Table-1, **Age of the Respondents**

Age	No. of Respondent	Percentage
Below 25 years	32	42.7
25-35 years	18	24
36-45 years	18	24
Above 45 years	7	9.3
Total	75	100

Interpretation: The table shows the age distribution of respondents. Out of 75 respondents, the majority 32 (42.7%) are below 25 years. 18 respondents (24%) are in the 25-35 years group and another 18 (24%) are in the 36-45 years category. Only 7 respondents (9.3%) are above 45 years. This indicates that most respondents are young, below 25 years.

Table – 2, **Work Experience of the Respondents**

Work Experience	No. of Respondent	Percentage
Below 2 years	24	32
2-5 years	22	29.3
6-10 years	20	26.7
Above 10 years	9	12
Total	75	100

Interpretation: The table shows the work experience of respondents. Out of 75 respondents, the majority 24(32%) have below 2 years of experience. 22 respondents (29.3%) have 2-5 years of experience, and 20 respondents (26.7%) have 6-10 years of experience. Only 9 respondents (12%) have above 10 years of experience. This indicates that most respondents have less than 2 years of work experience.



Table - 3

Correlations

			Age of the respondent	Entrepreneurial leaders encourage employees to think creatively and develop new ideas.	Entrepreneurial leaders are willing to take calculated risks for the success of the business.	Entrepreneurial leadership helps organizations identify new business opportunities.	Work experience in the organization	Leadership that supports innovation helps organizations achieve better business growth.	Effective leadership improves employee motivation and organizational performance.	Innovation plays an important role in strengthening entrepreneurial leadership
Age of the respondent Correlation (2-tailed)	Pearson Sig. N	1 75	-.271* .019 75	-.139 .235 75	-.075 .525 75	- .618** .000 75	- .321** .005 75	-.068 .563 75	-.192 .098 75	
Entrepreneurial leaders encourage employees to think creatively and develop new ideas	Pearson Sig. (2-tailed) N	-.271* .019 75	1 75	.416** .000 75	.356** .002 75	-.022 .850 75	.523** .000 75	.136 .243 75	.348** .002 75	
Entrepreneurial leaders And willing to take calculated risks for the success of the business	Pearson Sig. (2-tailed) N	-.139 .235 75	.416** .000 75	1 75	.437** .000 75	-.050 .671 75	.384** .001 75	.366** .001 75	.323** .005 75	
Entrepreneurial leadership helps organizations identify new business opportunities.	Pearson Sig. (2-tailed) N	-.075 .525 75	.356** .002 75	.437** .000 75	1 75	-.147 .207 75	.349** .002 75	.512** .000 75	.408** .000 75	
Work experience in the Organization Correlation (2-tailed)	Pearson Sig.(2-tailed)	.618** .000 75	-.022 .850 75	-.050 .671 75	-.147 .207 75	1 75	-.231* .046 75	-.151 .197 75	-.144 .219 75	



	N								
Leadership that supports innovation helps organizations achieve better business growth	Pearson	-.321*	.523**	.384**	.349**	-.231	1	.329**	.438**
		.005	.000	.001	.002	.046		.004	.000
		75	75	75	75	75	75	75	75
	Sig. (2-tailed)								
Effective leadership improves employee motivation and organizational performance	Pearson	-.068	.136	.366**	.512**	-.151	1	.329**	.369**
		.563	.243	.001	.000	.197		.004	.001
		75	75	75	75	75	75	75	75
	Sig. (2-tailed)								
Innovation plays an important role in strengthening entrepreneurial leadership	Pearson	-.192	.348**	.323**	.408**	-.144	.438	.369**	1
		0.98	.002	.005	.000	.219	.000	.001	
		75	75	75	75	75	75	75	75
	Sig. (2-tailed)								

The correlation analysis indicates that entrepreneurial leadership variables are positively related to business growth factors. Creativity encouragement, risk –taking, innovation support, and opportunity identification show significant positive relationship with employee motivation and organizational performance

Table 4

Chi-Square Tests

	Value	df	Asymptotic Significance
Pearson Chi-Square	12.624 ^a	12	.397
Likelihood Ratio	14.074	12	.296
Linear-by-Linear Association	.411	1	.522
N of Valid Cases	75		

Interpretation : The Chi-Square test result show that the Pearson Chi-Square value is 12.624 with 12 degrees of freedom and a significance value of 0.397. Since the p-value is greater than 0.05, there is no statistically significant relationship between the variables. Therefore, the null hypothesis is accepted, and it indicates that the variables are independent of each other. The analysis is based on 75 valid responses.

Table 5

Chi-Square Tests

	Value	df	Asymptotic Significance
Pearson Chi-Square	8.589 ^a	12	.738
Likelihood Ratio	8.651	12	.732
Linear-by-Linear Association	.755	1	.385
N of Valid Cases	75		



Interpretation: The Chi-Square test results show that the Pearson Chi-Square is 8.589 with 12 degrees of freedom and a significance value of 0.738. Since the p-value (0.738) is greater than 0.05, there is no statistically significant relationship between the variables. Therefore, the null hypothesis is accepted, indicating that the variables are independent. The analysis is based on 75 valid responses.

VIII. FINDINGS

- The majority of respondents (42.7%) are below 25 years, indicating that most employees are young and early in their careers.
- About 24% of respondents each belong to the 25-35 and 36-46 age groups, while only 9.3% are above 45 years.
- In terms of work experience, 32% of respondents have below 2 years of experience, showing a relatively new workforce.
- 29.3% of employees have 2-5 years of experience, while 26.7% have 6-10 years, indicating moderate experience levels.
- The correlation analysis shows a strong relationship between entrepreneurial leadership and innovation within the organization.
- Entrepreneurial leaders who encourage creativity significantly influence innovation and business growth.
- Leadership that supports innovation has a positive relationship with organizational growth and employee motivation.
- Effective leadership improves employee motivation and overall organizational performance.
- The Chi-square results show that there is no significant association between some demographic variables and leadership factors, as the significance value is greater than 0.05.

IX. SUGGESTIONS

- Organizations should encourage entrepreneurial leadership practices to promote innovation and creativity.
- Leaders should support employees in sharing new ideas and solutions for business improvement.
- Management should provide training and development programs to strengthen leadership skills.
- Organizations should create a positive work environment that motivates employees.
- Leaders should focus on teamwork, communication, and collaboration to improve productivity.
- Companies should adopt innovative strategies to respond effectively to market competition.

X. CONCLUSION

Entrepreneurial leadership plays a significant role in the growth and success of modern organizations. Leaders who encourage innovation, take calculated risks, and motivate employees can improve organizational performance and competitiveness. The study concludes that entrepreneurial leadership not only supports creativity and teamwork but also helps organizations adapt to changing market conditions. Therefore, organizations should adopt entrepreneurial leadership practices to achieve sustainable business growth and long-term success.

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