

Leadership role in organization productivity and mediating role of Information Communication Technology. An empirical study from Manufacturing Industry, Pakistan.

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This study is about Counterproductive work behaviors, the problems generally experienced in the manufacturing industry of Pakistan. The role of leadership is critical in modern world business in the presence of Information Communication Technology. This research will investigate the role of leadership as the independent variable, organization productivity dependent variable with the mediating role of Information Communication Technology. It has been targeted to inspect the consequences of unproductive behaviors at workplaces and how they can be affected by the leader role. The purpose of this research is to investigate the impact of leadership on organizational productivity in the presence of the mediating role of information communication technology. The target population is the manufacturing industry. Data will be collected from the lower management and workers through questionnaires and convenience sampling techniques for gathering data. Data analysis will be performed by using Smart PLS. Results will conclude that all the hypotheses including the hypothesis of mediation have been accepted as their path coefficients, t-values, and p-values will be within the threshold. Further research can be carried out by using other variables such as specific leader traits as independent variables, changing the dependent, or changing the mediator. This study will help the manufacturing industry in Pakistan by using the leadership approach effectively to increase productivity. This study will also contribute to academic research.

The leader role is always critical for effective organization functions to motivate and enhance the follower role in productivity. (2) the leader may allow their team members to contribute and make decisions in performing the tasks, it achieves the organization's objectives and increases performance efficiency.(10) Individual values and capabilities are important for the organization's productivity both are beneficial for the organization. (4) so appropriate leadership is important for the implementation and use of technology. It gives a positive response to create value in the organization to increase the productivity. (3;9) So it is important in information communication technology to understand and advance the environment for high productivity by the leader(6;8)

leadership value provides essential insight to increase the firm outcome by motivating the team.(5)it has been observed that stronger team leaders have more capabilities in using ICT and implementing it in team tasks to achieve efficiency. The stronger leader uses more ICT compared to weak leadership skills.(11). The productivity of a firm is always related to the leader approach (1) The firm productivity has a major role in business reputation and continuity. It has been observed that firm productivity is highly affected by the Leader role. (7)

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