

Driving Entrepreneurial Aspirations: The Interplay of Motivation and Leadership in Trainee Development



Jacob Konwar, Maitreyee Mayuree Sharma, Biraj Dutta

Abstract: Leadership and motivation are two important topics of discussion in the business and academic world. Determining the impact of motivation factors on various leadership styles is the motivation for this study. For empirical data collection, the study administered a questionnaire to the registered trainee entrepreneurs of RESTI, Dibrugarh, Assam. For this purpose, 159 questionnaires were issued, but only 111 were found to be valid for testing and analysis. The questionnaire was categorised into two parts: demographic profile and a section with Likert scale-based statements. Statements are framed by incorporating opinions about leadership styles and motivation factors. Hierarchical Regression Analysis and Matrix analysis have been performed to attain the objectives of this study. Regression analysis results indicate that the Ambitious factor is a dominating factor in all forms of leadership style. The present study aims to help trainees understand the focus area of their training, thereby enhancing their business skills by leveraging their leadership styles and abilities. The work helps to comprehend the role motivation plays in determining the leadership styles of budding entrepreneurs who intend to venture into the business world.

Keywords: Leadership Styles, Motivation Factors, Entrepreneurship, Hierarchical Regression Analysis
JEL Classification: C39, J24, L26, M13.

Abbreviations:

LFL: Laissez-Faire Leadership
EDPs: Entrepreneurship Development Programmes
ALS: Autocratic Leadership Style

I. INTRODUCTION

Business ventures and Leaders are inseparable parts of an entity. Tarabishy et al. (2005) stated that “Businesses are operating in dynamic markets, requiring a new leadership style for tomorrow’s leaders” [1]. As found in many studies, Leadership styles considerably affect performance and create scope for organisational improvements [2]. Freeman and Siegfried (2015) imply that “leadership style during start-up and the growth phase is different and determines the

direction of their business” [3]. According to Amer (2017), the stages of development of an organisation are impacted by the ability of the leader to lead effectively [4]. Effective leadership requires a leadership style that aligns with the demands of motivation; otherwise, effectiveness will likely decline [5]. “Motivation is the power that allows someone to act towards a particular goal” [6].

According to Shin and McClomb (1998), “management skills may suffice for task-related issues, but motivation and organisational innovation require leadership” [7]. An individual's leadership style can affect output level as well as the general performance of their employees [8].

In terms of leadership styles, several authors have sought to understand the role and functions of various leadership styles on the overall performance of entities. The choice of leadership style has a considerable impact on job performance, along with the satisfaction of employees [9]. Lewin et al. (1939) [10], cited in Ledlow and Coppola (2011) [11] classified leaders into three categories: Laissez-faire, Democratic, and Autocratic styles. Likert's (1961) study classified leadership style into four types, namely Exploitive-Authoritative (Authoritarian style), Consultative (Democracy and Teamwork), Benevolent-Authoritative (Paternalistic style), along with Participative- Group system (ultimate democratic style) [12]. His framework of leadership style is used in many further studies, like Buble et al. (2014) [13], Oyetunji (2006) [14], etc. The study of Blaskova and Trskova (2017) classified leadership styles as Authoritative, Neutral, and Participative [15]. As per the Full Range Leadership model, three different kinds of leadership are there: laissez-faire, transactional, and transformational [16]. A study conducted by Ordu (2020) identified four forms of leadership styles, that is, Situational, Democratic, Autocratic, and Supportive leadership [17]. A study by Sart (2014) found that the three forms of leadership to increase innovation and entrepreneurship are Participatory Democracy, Participatory leadership, and Democratic leadership [18].

This current investigation intends to check the role and impact of motivational factors on the leadership styles of respondents. For this investigation, motivational factors are classified as per the theory explained by Murthy, Shekhar, and Rao (1986) [19]. Their theory classified motivational factors into three categories: Ambitious, Facilitating, and Compelling factors. The categories of leadership style are as per the classification of Peter G. Northouse (2009) [20]. His study suggested three forms of leadership styles, namely Authoritarian leadership style, Laissez-faire leadership (LFL) style, and Democratic leadership style. The investigation aims to understand the influence of motivational factors (variables) on the leadership styles

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of entrepreneurs. The study is believed to enhance the understanding of entrepreneurs' dimensions related to their leadership skills and motivation associated with such endeavours.

II. OBJECTIVES OF THE STUDY

The proposed study is to be carried out to achieve the following objectives: -

- A. To study the influence of motivation factors on the choice of leadership” styles of entrepreneurs.
- B. To study the respondents’ opinions towards motivation factors and leadership styles.

III. HYPOTHESIS OF THE STUDY

This study aims to investigate the impact of motivational factors on the leadership styles and skills of trainee entrepreneurs. The following hypothesis is taken into consideration:

- A. Null Hypothesis (H₀): There is no significant improvement in the prediction of the dependent variable (Leadership styles) with the addition of each block of independent variables (Motivation Factors).
- B. Alternative Hypothesis (H₁): There is a significant improvement in the prediction of the dependent variable (Leadership styles) with the inclusion of each set of predictor variables (Motivation Factors).

IV. METHODS OF THE STUDY

For this research, data were gathered from beneficiaries of the RSETI (Rural Self-Employment Training Programme) training programme. These training programs are conducted

by banks with assistance from the Central Government and State Governments. The objective of these institutions is to provide skill-based training and mitigate the problem of unemployment among young people. The trainees receive 1 to 6 weeks of training, helping them to achieve self-employment and create more jobs in the local setup [21]. This current research aims to investigate the leadership skills, culture, and motivation that drive an entrepreneurial approach. The study shall cover trainees undergoing a training programme under RESTI in the district of Dibrugarh, Assam.

A. Population and Sample

The study population encompassed a total number of participants registered for Entrepreneurship Development Programmes (EDPs) at RESTI, Dibrugarh. Two categories of EDPs are selected for the study: the Process EDP and the General EDP. Throughout the study, from 01/12/2022 to 31/12/2023, a total of 5 EDPs were completed (Table 1). Of the total 05 EDPs, 04 are conducted under Process EDPs and one under General EDP. In these two EDPs, a total of 168 participants registered, and 159 participated and completed the training programmes. To achieve the study's objectives, 159 questionnaires were distributed. A total of 125 questionnaires were returned out of 159 issued. The response rate is found to be 78.62 percent. After scrutinising the received questionnaires, it was found that only 111 questionnaires (69.81%) were valid for hypothesis testing and analysis. The remaining 14 questionnaires (8.81 per cent) were excluded because they contained incomplete data and did not support the study's objectives and associated analysis.

Table-I: Data Profile of RSETI EDP Training – (from 01/12/2022 to 31/12/2023)

EDP Type	No. of Programmes	Number of Candidates Registered	Male / Female	APL / BPL	Number of Candidates (Completed Course)
Process EDP	04	134	06 / 128	06 / 128	125
General EDP	01	34	00 / 034	00 / 034	34
Total	05	168	06 / 162	06 / 162	159

Source: RSETI, Dibrugarh.

B. Instrument of Study

For empirical data collection, the study administered a questionnaire to the registered trainees of RESTI, Dibrugarh, Assam. The questionnaire was categorised into two parts. The 1st section consists of background information about respondents, like gender, religion, age, marital status, family income, educational qualification, etc. Part (2) consists of 36 Likert scale-based statements. Of these 36 statements, 18 statements are prepared to measure the opinion of respondents towards different forms of leadership styles, which are: “Autocratic leadership style (ALS), Laissez-faire leadership style (L-FLS), and Democratic leadership style (DLS)”. This section also comprises the remaining 18 statements related to motivational factors, classified into three parts: Ambitious, Facilitating, and Compelling factors. The statements of the questionnaire are collected on a 5-point Likert scale, which ranges from “strongly disagree” (1) to “strongly agree” (5).

C. Data Analysis

The objective of this investigation is to recognise the motivational factors for several forms of leadership styles. This study aims to investigate this using hierarchical regression analysis, which assumes a change in the degree of relationship between variables with the additional inclusion of factors. The study results are derived and tested in IBM SPSS (“IBM Statistical Package for Social Sciences”) perpetual version 27.

V. RESULTS AND INTERPRETATION

A. Model Diagnostic Results

To strengthen the reliability of the hierarchical regression analysis results, it is essential to test the model's underlying assumptions. As cited in SPSS Analysis (2025), the basis of hierarchical regression analysis lies in the assumptions of linearity, normality of residuals, homoscedasticity, independence



of residuals, and the absence of perfect multicollinearity [22].

According to the assumption of linearity, all independent and dependent variables have a linear relationship. Analysis of Table 2 shows that the Ambitious factors are linear and significant at the 1 percent level for all forms of leadership style. However, for Authoritarian and democratic leadership styles, facilitating and Compelling elements have been identified, and the F-value is significant at the 1% significance level. In the case of the laissez-faire leadership style, these independent factors are not reported to be substantial.

Table-II: Test of Linearity

	Ambitious Factors (F-Value)	Facilitating Factors (F-Value)	Compelling Factors (F-Value)
Authoritarian Leadership Style: Linearity	48.723 ***	21.028 ***	14.154 ***
Laissez-Faire leadership style: Linearity	10.074 ***	0.109	1.633
Democratic leadership style: Linearity	29.266 ***	28.911 ***	13.177 ***

Source: Computed by the Authors.

Note: *** = Significant at 1 percent level of significance

The Durbin-Watson test introduces the statistic *d*, which has been utilised to determine the autocorrelation of residuals from a linear regression model. The independence

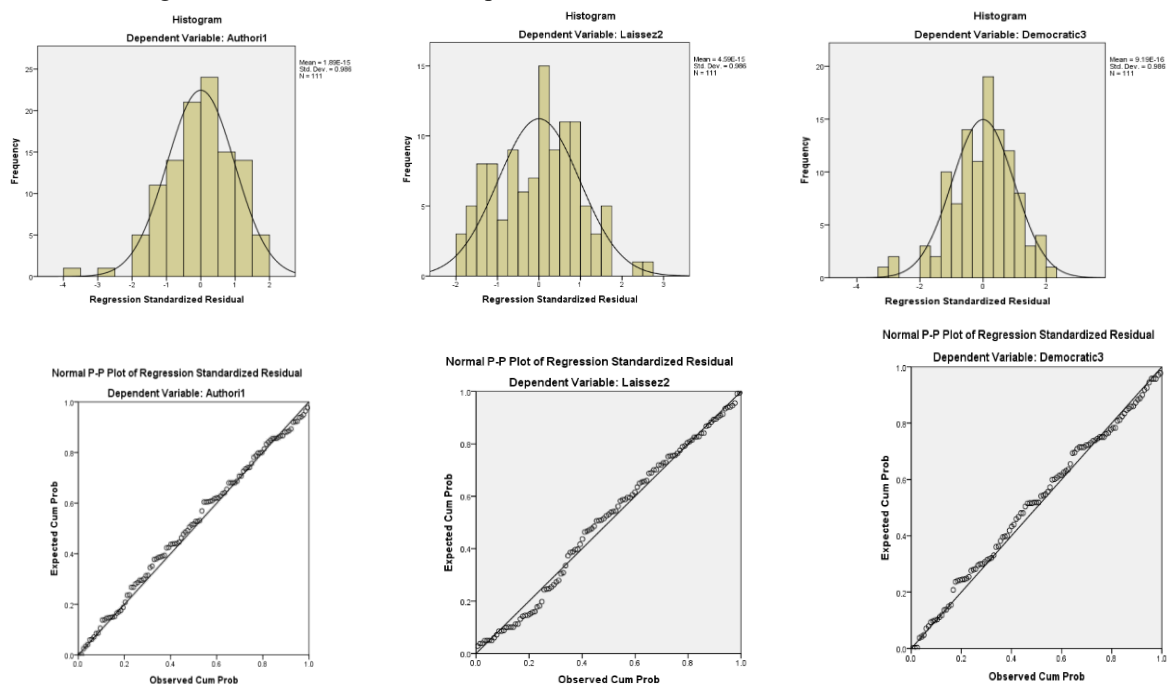
assumption is critical for avoiding autocorrelation issues and maintaining model reliability. It assumes that the residuals (i.e., the differences between observed and predicted values) are independent of one another. The Durbin-Watson statistic examines the output of a regression model for autocorrelation. According to Kenton (2024), “A general rule of thumb is that DW test statistic results between 1.5 and 2.5 are considered relatively normal” [23]. For all three models, Table 3 shows a DW statistic of 1.626 for the Authoritarian leadership style and 1.585 and 1.945 for the L-FLS and Democratic leadership style, respectively.

Table-III: Durbin Watson Test Results

Predictor Variables	Model 1	Model 2	Model 3
Authoritarian Leadership Style - DW stats	1.626	1.626	1.626
Laissez-Faire leadership style - DW stats	1.585	1.585	1.585
Democratic leadership style - DW stats	1.945	1.945	1.945

Source: Computed by the Authors.

The normality of the residuals assumption assumes that the dataset's residuals have a regular distribution pattern. Normality is a basis for valid statistical conclusions and testing of hypotheses. The accompanying histogram (Figure 1) of the dependent variables—authoritarian, laissez-faire, and democratic leadership styles—shows that they follow a normal distribution, as indicated by the bell-shaped curve.



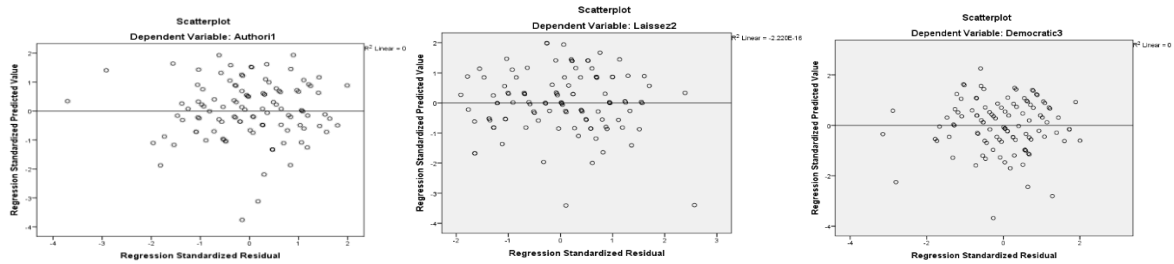
[Fig.1: Normal Distribution test – Histogram and Normal P-P Plot]

A percentile-percentile plot (P-P plot) or cumulative probability plot of the residuals (P-P plot) of the normalised data versus the conventional normal distribution is additionally utilised for determining the dataset's normality. According to the analysis of the three plots of “Authoritative leadership style” (*Authori1*), “Laissez-faire leadership style” (*Laissez2*), and “Democratic leadership style” (*Democratic3*), a significant positive connection is indicated by the data points being generally plotted on a straight line.

Homoscedasticity, another assumption of hierarchical regression analysis, posits that the variability of residuals

remains constant at every level of the independent variables. This indicates that this model's predictions are similarly accurate throughout the range of predictor values, guaranteeing a consistent residual spread [24]. A residual scatter plot might be employed to evaluate the homoscedasticity assumption. The assumption should also be satisfied if no visible correlation exists between the residuals and the expected values.

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[Fig.2: Homoscedasticity test plot]

There is no distinct association between the standardised residuals and the expected values in this investigation, as illustrated in Figure 2, where the residuals are plotted against the predicted values. Consequently, the findings imply that the study must satisfy the assumption of homoscedasticity.

The VIF (variance inflation factor) results reveal multicollinearity among the independent variables. Regression coefficient estimates that are unstable due to perfect multicollinearity can make it harder to determine how each predictor affects the dependent variable. A potential multicollinearity problem in the model is indicated by a VIF value of three (03) or higher. The present study suggests that the VIF values of the independent variables are within the acceptable range, indicating no multicollinearity issues among the independent variables (Table 4). The results also reveal that the tolerance values of the three models exceed the 0.10 threshold, indicating that no multicollinearity exists in the linear relationship between the independent variables.

Table-IV: Multicollinearity Test

Variable	Variance Inflation Factor (VIF) and (Tolerance)		
	Model 1	Model 2	Model 3
Ambitious Factors	1.000	1.387	1.540
Facilitating Factors	1.000	0.721	0.649
Compelling Factors		1.387	1.405
		0.721	0.712
			1.226
			0.816

Source: Computed by the Authors.

B. Findings of the Study

During the study period, from the demographic profile of the respondents, it has been noticed that a significant portion of the trainees are women trainee entrepreneurs and are within the age of 35 years (Table 5). The demographic results also indicate that a substantial number of them hold an academic qualification of 10+2. 83.8 percent of total trainee entrepreneurs are reported to be below the poverty line (BPL), having an annual income of less than Rs 1,20,000. The demographic profile of trainee entrepreneurs reflects their socio-economic conditions, and they are believed to be engaged in niche entrepreneurial ventures, such as parlours, fast-food joints, and rearing domestic animals. Women entrepreneurs primarily use such incentives to support family income and expenses.

Table-V: Demographic Profile of Respondents

Group and Classification	Frequencies	Percentages	Standard Deviation	Skewness	Kurtosis
<i>Gender</i>					
Male	06	5.4%			
Female	105	94.6%	0.227	-3.998	14.244
<i>Age</i>					
Less than 25	30	27.03%			
26 -35 years	27	24.32%			
Above 35 years	26	23.42%	7.88	0.308	-1.237
Missing	28	25.2%			
<i>Religion</i>					
Hindu	104	93.7%			
Islam	6	5.4%	0.293	4.401	20.812
Christian	1	0.9%			
<i>Level of Education</i>					
Post Graduate	1	0.9%			
Graduate	23	20.7%			
Class IX-XII	73	65.8%			
Up to class VIII	13	11.7%	0.626	-0.065	1.076
Illiterate	1	0.9%			
<i>Marital Status</i>					
Single	41	36.9%			
Married	69	62.2%	0.501	-0.367	-1.335
Divorcee	1	0.9%			
<i>Below Poverty Line category</i>					
Yes	93	83.8%			
No	10	9.0%	-	-	-
Missing	8	7.2%			
<i>Family Income</i>					
Less than Rs 60,000	56	50.45%			
Rs 60,001 – Rs 1,20,000	31	27.93%			
Rs 1,20,001 and above	03	2.70%	42,035.24	2.608	11.642
Missing	21	18.92%			

Source: Compiled by the Authors.



C. Regression Equation and Interpretation of Coefficient

$$Y = b_0 + b_1X_1 + b_2X_2 + b_kX_k \quad \text{- equ. (1)}$$

Where, b_0 = intercept,

b_1, b_2 and b_k = Regression coefficient.

X_1, X_2 and X_k = Predictor variable.

$$Y = b_0 + b_1(\text{Ambitious factors}) \quad \text{- equ. (2)}$$

$$Y = b_0 + b_1(\text{Ambitious factors}) + b_2(\text{Facilitating factors}) \quad \text{- equ. (3)}$$

$$Y = b_0 + b_1(\text{Ambitious factors}) + b_2(\text{Facilitating factors}) + b_3(\text{Compelling factors}) \quad \text{- equ. (4)}$$

D. Significance of the Model

A Hierarchical Regression Analysis has been utilised to examine the influence of Ambitious factors, Facilitating factors, and Compelling Factors on the leadership style of trainee entrepreneurs. The study grouped leadership styles into three types: Authoritarian, Laissez-faire, and Democratic. The influence of motivational factors on leadership style is explained as follows:

E. Influence of Motivation Factors on Authoritarian Leadership Style

$$\text{Authoritarian Leadership} = 1.842 + 0.484(\text{Ambitious factors}) \quad \text{- equ. (5)}$$

$$\text{Authoritarian Leadership} = 1.442 + 0.408(\text{Ambitious factors}) + 0.175(\text{Facilitating factors}) \quad \text{- equ. (6)}$$

$$\text{Authoritarian Leadership} = 1.246 + 0.369(\text{Ambitious factors}) + 0.159(\text{Facilitating factors}) + 0.110(\text{Compelling factors}) \quad \text{- equ. (7)}$$

Table-VI: Hierarchical Regression Analysis of Motivation Factors on Authoritarian Leadership Style

Predictor Variables	Model 1	Model 2	Model 3
<i>Standardised coefficient (Beta)</i>			
Ambitious Factors	0.541 *	0.456 *	0.412 *
Facilitating Factors	-	0.160 ***	0.145
Compelling Factors	-	-	0.125
F	45.059 *	24.371 *	17.070 *
ΔF	45.059 *	2.898 ***	2.011
R	0.541	0.558	0.569
R ²	0.292	0.311	0.324
ΔR ²	0.292	0.018	0.013

Source: Compiled by the Authors.

Note: * = 1 percent level of significance / ** = 5 percent level of significance / *** = 10 percent level of significance

The initial tier of Hierarchical regression analysis uses Ambitious factors as predictor variables. The model accurately predicted the authoritarian leadership style of trainee entrepreneurs ($R^2=0.292$, $Adj. R^2=0.286$, $F(1,109) = 45.059$, $p<0.01$). At the 1 per cent level, ambitious factors were found to be significant ($\beta = 0.541$, $p < 0.01$) (Table 6).

In the second part of the analysis, another factor, termed facilitating factors, is added to the prescribed model. The model accurately predicts authoritarian leadership style at the 1 percent level ($R^2=0.311$, $Adj. R^2=0.298$, $F(2,108) = 24.371$, $p<0.01$). The ambitious component remains a strong predictor of authoritarian leadership style ($\beta=0.456$, $p<0.01$), while the second regressor, facilitating factor, is significant at the 10 percent level of significance ($\beta = 0.160$, $p<0.10$).

In the third and final stage, the compelling factor is incorporated into the model alongside the first two components: the ambitious factor and the facilitating factor.

The three-factor model remains statistically significant at the 1 percent level ($R^2=0.324$, $Adj. R^2=0.305$, $F(3,107) = 17.070$, $p<0.01$). The ambitious factor component holds a significant position and predictive value ($\beta = 0.412$, $p < 0.01$) among the three elements in this model. The remaining two components, facilitating factors ($\beta = 0.145$, $p = 0.127$) and Compelling factors ($\beta = 0.125$, $p = 0.159$), do not show a substantial link with authoritarian leadership styles.

F. Influence of Motivation Factors on Laissez-Faire Leadership Style

$$\text{Laissez-Faire Leadership} = 2.283 + 0.272(\text{Ambitious factors}) \quad \text{- equ. (8)}$$

$$\text{Laissez-Faire Leadership} = 2.260 + 0.267(\text{Ambitious factors}) + 0.010(\text{Facilitating factors}) \quad \text{- equ. (9)}$$

$$\text{Laissez-Faire Leadership} = 2.259 + 0.267(\text{Ambitious factors}) + 0.010(\text{Facilitating factors}) + 2.515E-005(\text{Compelling factors}) \quad \text{- equ. (10)}$$

Table-VII: Hierarchical Regression Analysis of Motivation Factors on Laissez-Faire Leadership Style

Predictor Variables	Model 1	Model 2	Model 3
<i>Standardised coefficient (Beta)</i>			
Ambitious Factors	0.288 *	0.283 *	0.283 **
Facilitating Factors	-	0.009	0.009
Compelling Factors	-	-	0.000
F	9.854 *	4.886 *	3.227 *
ΔF	9.854 *	0.007	0.000
R	0.288	0.288	0.288
R ²	0.083	0.083	0.083
ΔR ²	0.083	0.000	0.000

Source: Compiled by the Authors.

Note: * =1 percent level of significance / ** =5 percent level of significance

Similarly, the authoritarian leadership style, like the L-FLS, employs the three-factor model. Initially, ambitious factors are used as predictor variables in hierarchical regression analysis, taking Laissez-Faire leadership responses as dependent variables. The model accurately predicted the relevance of ambitious factors and found it to be significant ($R^2 = 0.083$, $Adj. R^2 = 0.074$, $F(1,109) = 9.854$, $p < 0.01$). Ambitious factors are statistically significant at the 1 percent level ($\beta=0.288$, $p<0.01$) (Table 7).

Facilitating factors are added to the recommended model in the 2nd stage of the hierarchical regression analysis. The outcomes indicate that the effect is statistically significant at the 1% significance level once the independent variable (facilitating factor) is added ($R^2 = 0.083$, $Adj. R^2 = 0.066$, $F(2,108) = 4.886$, $p < 0.01$). After analysing the regression table, the second variable, the facilitating factor, is not demonstrated to be significant ($\beta = 0.009$, $p = 0.934$), and the ambitious factor remains an essential predictor of laissez-faire leadership style ($\beta = 0.283$, $p < 0.01$).

The third factor (compelling factor) joins the model in the later stages of hierarchical regression with the first two parameters, i.e., the facilitating factor and the ambitious factor. At the 5% significance level, the complete model is found to be significant ($R^2 = 0.083$, $Adj. R^2 = 0.057$, $F(3, 107) = 3.227$, $p < 0.05$). Regression analysis findings indicate that the ambitious component is the most statistically significant (at a

5 per cent level of significance) of the three ($\beta = 0.283, p < 0.05$). Both the compelling factors ($\beta = 0.000, p = 1$) and the enabling variables ($\beta = 0.009, p = 0.935$) are insignificant.

G. Influence of Motivation Factors on Democratic Leadership Style

Democratic Leadership = 2.688 + 0.346 (Ambitious factors) * - equ. (11)

Democratic Leadership = 1.988 + 0.214 (Ambitious factors) * + 0.307 (Facilitating factors) * - equ. (12)

Democratic Leadership = 1.789 + 0.174 (Ambitious factors) ** + 0.290 (Facilitating factors) * + 0.112 (Compelling factors) - equ. (13)

Table-VIII: Hierarchical Regression Analysis of Motivation Factors on Democratic Leadership Style

Predictor Variables	Model 1	Model 2	Model 3
Standardised coefficient (Beta)			
Ambitious Factors	0.438 *	0.270 *	0.219 **
Facilitating Factors	-	0.317 *	0.300 *
Compelling Factors	-	-	0.143
F	25.849 *	19.403 *	13.947 *
ΔF	25.849 *	10.665 *	2.496
R	0.438	0.514	0.530
R ²	0.192	0.264	0.281
ΔR ²	0.192	0.073	0.017

Source: Compiled by the Authors.

Note: * =1 percent level of significance / ** =5 percent level of significance

Ambitious factors are considered at the model's initial stage. The model is significant at the 1 percent level of significance when ambitious factors are employed as the independent variable ($R^2=0.192, Adj. R^2=0.184, F(1,109) = 25.849, p<0.01$). According to the coefficients of hierarchical regression analysis, the ambitious factor components are significant at the 1 per cent level of significance ($\beta = 0.438, p < 0.01$) (Table 8).

Facilitating factors are incorporated into the designated model in 2nd step of hierarchical regression analysis. With ambitious and facilitating factors included, the model is significant at the 1 percent significance level ($R^2=0.264, Adj. R^2=0.251, F(2,108) = 19.403, p<0.01$). At the 1 percent level of significance, the ambitious factors along with facilitating factors in the above model are both shown to be significant, with $\beta=0.270 (p<0.01)$ as well as $\beta=0.317 (p<0.01)$, correspondingly.

Along with the two other components, i.e., the ambitious and facilitating factors, the model includes the compelling factor in the third stage of the analysis. At a 1 percent level of significance, the three-factor model is deemed significant ($R^2=0.281, Adj. R^2=0.261, F(3,107) = 13.947, p<0.01$). At a 5% significance level, the ambitious factor ($\beta = 0.219, p < 0.05$) is determined to be statistically significant. At a 1% significance level, the facilitating factors of the second variable are also substantial ($\beta = 0.300, p < 0.01$). Nevertheless, no significant relationship exists between the compelling elements ($\beta = 0.143, p = 0.117$) and the dependent variable, i.e., the Democratic leadership style.

After examining the three models (Tables 6, 7, and 8), it appears that compelling factors have no apparent impact on entrepreneurs' leadership styles. Ambitious factors were the dominating factors in all three leadership styles. Facilitating

factors, in addition to inhibiting factors, also impacted the democratic form of leadership style.

VI. POLICY IMPLICATIONS OF THE STUDY

The present study helps to comprehend the role of motivation and leadership styles in budding entrepreneurs. Training plays a crucial role in cultivating a new generation of entrepreneurs. Such training enables them to understand various business dimensions, including financial management, supply, and demand analysis, and develop a competitive market approach, among others. The present study aims to help trainees understand the focus area of their business skills by harnessing their leadership styles and skills.

VII. LIMITATIONS OF THE STUDY AND SCOPE OF FURTHER RESEARCH

This study examined the opinions of trainee entrepreneurs regarding business and the role of leadership styles in achieving success. It is believed that motivational factors influence leadership styles. One significant limitation of this research is the limited number of respondents. Due to the limited number of responses, specific statistical tests, such as factor analysis, could not be performed. The study opens new dimensions for new-generation entrepreneurs and research scholars to explore a broader range of factors that contribute to the success of a business venture. As the survey is limited to the opinions of entrepreneurs, there is scope for conducting a similar study from the perspectives of employees of such ventures.

VIII. CONCLUSION

The findings of the Hierarchical regression analysis specify that ambitious factors are significant in each type of leadership style. The results suggest that trainee entrepreneurs are more self-driven towards entrepreneurship than compelled or forced to pursue it due to personal and professional life circumstances.

Entrepreneurial approaches and processes are crucial for driving economic growth. Such endeavours are expected to allow trainees to establish themselves as successful entrepreneurs and create a vibrant economic environment. In this kind of environment, the role of motivation and leadership styles adopted by trainees cannot be undermined.

An entrepreneurial approach and process are crucial for economic growth. Such endeavours are expected to allow trainees to establish themselves as successful entrepreneurs and create a vibrant economic environment. In making such an environment, the roles of motivation and leadership The styles adopted by trainees cannot be underestimated.

DECLARATION STATEMENT

After aggregating input from all authors, I must verify the accuracy of the following information as the article's author.

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- **Funding Support:** This article has not been funded by any organizations or agencies.



This independence ensures that the research is conducted with objectivity and without any external influence.

- **Ethical Approval and Consent to Participate:** The content of this article does not necessitate ethical approval or consent to participate with supporting documentation.
- **Data Access Statement and Material Availability:** The adequate resources of this article are publicly accessible.
- **Author's Contributions:** Dr. Jacob Konwar Concept, Data collection, Data analysis and interpretation, Writing, Review. Dr. Maitreyee Mayuree Sharma Review of Literature, Theoretical Framework, Writing and Editing, and Dr. Biraj Dutta Questionnaire preparation, Data entry, and Analysis. All authors have read and agreed to the published version of the manuscript.

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