

# ANALYSIS OF LEADERSHIP CAPITAL DEVELOPMENT INITIATIVES ON THE PERFORMANCE OF EMPLOYEES IN THE IT SECTOR

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## Abstract

*The principal of this research paper is to analyse and find out the effect of leadership capital development initiatives on the performance of employees in the IT industry, along with the mediating effect of total work experience of the employees. This research paper uses quantitative research methods and the collection of data has been carried out using questionnaires with the Likert scale for measurement. The sample used for this research paper consisted of 500 mid-level IT executives in Bangalore, from leading IT companies. The results showed that leadership capital development initiatives have strong relations with employees' performance, and the total work experience mediates the independent variables and the dependent variable.*

**Keywords:** leadership capital, employees' performance, total work experience, IT firms, initiatives

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