The Influence of Inspirational Motivation on Industrialization Agenda Performance in Tanga Region Tanzania

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Abstract

This study examined the influence of inspirational motivation on industrialization agenda performance in Tanga Region. The study used quantitative research approach whereby survey design was used to collect data. The sample size involved 304 respondents and simple random sampling technique was employed for data collection. Descriptive data analyses were used to profile respondent characteristics. In addition, structural equation modeling employed for testing the significant effects of inspirational motivation on industrialization agenda performance in Tanga Region. The findings of the study revealed that inspirational motivation has significant influence on

industrialization agenda performance in Tanga Region in Tanzania. The practical implication of this study is that the leaders in Tanga Region should use inspirational motivation leadership behaviour to increases industrialization agenda performance. In addition, leaders in others regions may apply inspirational motivation leadership behaviour to influence industrialization agenda performance on their region.

Key Words: *Industrialization Agenda Performance, Transformational Leadership, Inspirational Motivation*

1. Introduction of the Study

This study determined the influence of inspirational motivation leadership behaviour on industrialization agenda performance in Tanga Region. It was important to conduct this study because the fifth government of Tanzania through all regions, has been promoting industrializations agenda whereby Tanga Region was found with maximum potentiality for industrializations. Governments leaders particularly leaders in Tanga Region were much concerned in promoting industrialization investments and developments by using different leadership behaviour; thus, it was important to examine whether inspirational motivation leadership behaviour has an influence on industrialization agenda performance in Tanga Region. This study therefore, has exposed the importance of inspirational motivation on industrialization agenda performance in Tanga Region.

Industrialization is a term that is mostly associated with development experienced from Western Europe and North America during the 19th and early 20th centuries. In this early sense it was referred to departure from a subsistence economy mainly agriculture towards a more mechanized system of production (Acemoglu, et al, 2001). As such, industrialization is understood purely in economic terms particularly the physical presence of industrial plants that were involved in manufacturing capital goods as well as processing raw materials into finished goods either for further industrial use, general commercial use or purely for domestic use or purposes. Acemoglu, et al., (2002) argued that in the early 20th century therefore a country's industrialization was measured by the percentage of plants and/or industries involved in manufacturing as well as the volume of labour within such industries. Acemoglu, et al., (2012) described

that in 1820, industrialization picked in Europe where coal was used to run the steam engine among other industrial machines.

In Africa continent, promotion of industrialization has given priorities (Austin, 2008). For instance, in Tanzania, promotion of industrialization has been an integral part of development since independence era. The aim of promoting industrialization was transforming the country's economy from low productivity and low growth to high productivity and dynamic economy, associated with structural change and sustained income growth (GoT, 2017). According to GoT, (2010) the government of Tanzania promoted heavily manufacturing sector, which was virtually nonexistent at the time, allowing the sector to grow smoothly throughout the decade between the year 1960 – 1980. However, this trend changed dramatically due to a serious economic crisis caused by external shocks and internal constraints during the late 1970's. On the other hand, in 1980-1995 had a negative impact on the incipient manufacturing sector (Austin, 2007). Infant industries were particularly affected by massive import flow. Industrial stagnation was further severely affected by declining agricultural yields and poor product quality (SIDP, 2000). In addition, in 1996 – 2000 the government developed the sustainable industrial development policy (SIDP) 1996-2020, the main purpose being to shift the economy's engine of growth from the public to the private sector, making the latter the as key player of developments.

Since 2000, the promotion of industrialization has been reflected in many key government policy and various initiatives. For example, the governments of Tanzania development vision (TDV) 2025, the national trade policy, Small and Medium Enterprise Development Policy 2003, Tanzania Mini-Tiger Plan 2020, Export Processing Zones Program, Five Year Development Plan (2011/12-2015/16) (FYDP I). Many of these efforts which aimed to promote of industrialization were somehow lagging behind expectation.

Even though the industrialization initiatives were lagging behind expectation, the practices of transformational leadership by using inspirational motivation is considered as an important behaviour to stimulate industrialization agenda performance in Tanzania. On view of the importance of inspirational motivations on performance, Omar (2011) examined the influence of transformational leadership on performance in Argentina. The survey involved 218 employees in public sector organization. The findings revealed that inspirational motivation increased performance. This means that the

applicability of inspirational motivation by leader's influences the performance initiated by governments. In the African context, Duressa and Asfaw (2014) investigated the relationship between inspirational motivation and its implication in Ethiopia after the period of transformation. The findings revealed that inspirational motivation was poorly implemented. Furthermore, the results from Argentina corroborated with the findings by Amin *et al.* (2016) who examined the relationship between inspirational motivation and projects team performance in Pakistan by involving 180 projects experts from public and private sector and multiple correlations used for analysis. The results indicated that inspirational motivation significant influenced projects performance. These empirical studies mostly analyzed the influence of inspirational motivations on performance but no study was done to examine the influence of inspirational motivation on industrialization agenda.

Likewise, Karamat (2013) argued that transformational leadership stimulates improved performance of private sector in terms of investments. In addition, Orabi (2016) argued that transformational leadership has positive and significant influence on the performance of various public sector initiatives such as industrialization. Comprehending the essential of transformational leadership under inspirational motivations for improving performance of various initiatives, practitioners and the governments in various countries in the world adopted the construct of transformational leadership for enhancing performance of initiatives (Lufunyo, 2013).

In the case of Tanzania, the government in recent years introduced big results now (BRN) as a transformative initiative aiming to transform the country economy from low to middle income, but it did not perform as expected (GoT, 2013). Since, the BRN did not perform, the fifth term government committed implementing industrialization agenda through the national five-year development plan 2020 nurturing industrialization for economic transformation. Furthermore, in December 2017 the government again introduced initiatives of developing 100 industries from each region. This concludes that, the Government of Tanzania committed to implement industrialization agenda.

Scholars viewed these governments' commitments as a huge and positive plan that requires the influence of transformational leadership based on its main construct namely inspirational motivation which could eliminate working business as usual to enhance industrialization agenda performance. Before adopting the transformational leadership for implementation of industrialization

agenda, it was important to investigate its influence. Therefore, a further investigation was conducted to determine the influence of inspirational motivation on industrialization agenda performance in Tanzania. On the other hand, majority of scholars have scrutinized the effects of inspirational motivation in general perspectives of performance but not industrialization agenda performance in Tanzanian context. Therefore, little is articulated on the influence of inspirational motivation on industrialization agenda performance in Tanzania particularly in Tanga Region. This study intended to know the influence of inspirational motivation on industrialization agenda performance in Tanga region in Tanzania.

2. Literature Review
2.1 Theoretical Literature Review

To study the influence of transformational leadership on performance, Burns, (1978) introduced the transformational leadership theory. He described that that TL is a leadership style where leaders and followers help each other to the higher level of motivation performance. Later, Bass (1985) extended the theory of TL by adding four dimensions that tend to influence organisational performance. He describes the theory by stating that inspirational motivation, individualized consideration, intellectual stimulation and idealized influence are the four determinants of TL that have significant influence on performance. For the purpose of this study, inspirational motivation was selected to study its influence on industrialization agenda performance in Tanga Region in Tanzania. Burn (1978) defined inspirational motivations as the capability of leaders to raise consciousness of employees to work according to the organizational mission and vision. In addition, according to PO-RALG (2016) performance of industrialization agenda is the capability of each region to promote investments of 100 industries within the respective regions. This study described industrialization agenda performance as the successful promotion of industrialization investments.

2.2 Empirical Literature Review
David (2014) conducted a research in Nigeria and findings revealed that there was positive and significant relationship between transformational leadership and performance. Hence, in view of the industrialization agenda, transformational leadership was considered the best to influence its performance (Allen, at, el. 2011). In addition, Omar (2011) conducted a study to analyze the

influence of transformational leadership on performance by employing 218 employees of public sector organisation. The result of the study indicated that transformational leadership has a positive and significant influence on performance. In addition, Amin, *et al.* (2016) examined the influence of transformational leadership on the performance of projects team in Pakistan whereby 180 projects experts were employed as respondents. Correlations analysis was applied and the findings revealed a significant relationship between transformational leadership and project performance. Hassan, (2007) in his study to examine the effects of transformational leadership through inspirational motivation used shared vision, team work, commitments and having attainable objectives to measures the influence inspirational motivation. On the other hand, Ngaithe (2015) applied only team work, autonomy and communication to measure inspirational motivation. Argia and Ismail, (2013) pointed out that some of the measurements for inspirational were teamwork, motivation, shared vision, attainable objectives, autonomy, commitments and confidence. Regardless of the scholars' using the described indicator variables to test the influence of inspirational motivations on performance, these determinants rationally have never been tested at industrialization agenda performance in Tanzania particularly in Tanga Region. Therefore, this study adopted these measurements to measure the influence of inspirational motivation on industrialization agenda performance in Tanga Region. Thus, the practices of inspirational motivation under motivations, freedom, teamwork, shared vision, attainable objective, commitments, confidence and respect were considered influencing industrialization agenda performance in Tanga Region through increased investors, improved services, systematic action taking, corruptions prohibitions, linking and coordination, accountability and accomplishing directives. The adopted measurements of inspirational motivations are described as follows:

Teamwork: Teamwork is a combination of individual's efforts in the organisation which lead better performance. Boerner, *et al.* (2011) examined the influence of teamwork on organisational performance in Pakistan. The results indicated that teamwork positively related with organisational performance. At the regional commissioner`s offices teamwork is considered to influence individual employees and organisational performance.

Motivation: Motivation is thedesire to accomplish a goal and is a very important aspect of inspirational motivation which influences employees and

organisational performance. According to Mwogel, (2016) who conducted a study in Safari Com in Kenya by involving 109 respondents, he witnessed that employee's motivation increased employee's performance and organisational performance. This means that reasonable motivation to employees increases OP beyond expectation.

Shared vision: Shared motivation is the situations of envisioning stimulating possibility of working hard with confidence aiming at achieving the organisational goal. According toDatche, (2015) shared vision is used to measure inspirational motivation and found significantly impact on performance.

Attainable objectives: Attainable objectives are realistic objectives. looking to realistic objectives increases team spirit for achieving organisational goal. Kirui, *et al.* (2015) examined the applicability of TL for effective organisational in state owned Banks in Kenya. The findings revealed that realistic objective with common vision and goal results improved performance.

Autonomy: Autonomy is the freedom during accomplishing organisational goal. Cavazotte, *et al.* (2014) determined the impacts of job stress and organisational performance concluded that autonomy increased employee's job satisfaction and organisational performance.

Commitments: Ali-kashefi, *et al.*(2013) define commitments as the increased moral values of employees and insisted having committed employees in the organisation. Irefine and Ali-Mechanic, (2014) on the study to examine the effects of commitments in Nigeria found that there was a significant relationship between commitments and organisational performance.

Confidence: Hays, *et al.* (2009) described confidence as the increased cognitive, effective and behaviour response which influences organisational performance. In addition, Ratnasari (2014) also, found that confidence improved employees and organisational performance. Despite the applicability of IM measurements by various researchers in different studies, little is known on measuring industrialization agenda performance in Tanzania.

Respect: Walker (2014) defines respect as a deep admiration of employees, which influence organisational performance. Otherwise, Burchell (2011) recommended that provision of respect to employees in the organisation yields

commitments, innovations and creations, which are beneficial to the organizational performance.

In addition, the dependent variables of this study are industrialization agenda performance in Tanzania. According to Duressa and Asfaw, (2014) performance is measured by various measurements such as improved customer's needs, achievements of government reform programme, focused strategy and effectiveness in performance. Other scholars such as Tamkin et al., (2014) measured performance by using action taking, skilled people and influence of leaders. According to PO -RALG (2017) the indicator variables to measure the industrialization agenda performance were increased investments, improved service delivery, action taking, corruption prohibition, improved linking and coordination, and accountability and accomplishing directives.

2.3 Conceptual Framework

The conceptual framework comprises independent and dependent variable. Based on theoretical and empirical literature review it is hypothesised that inspirational motivation has positive and significant influences on industrialization agenda performance in Tanga Region.

Fig.2.1. Conceptual Framework
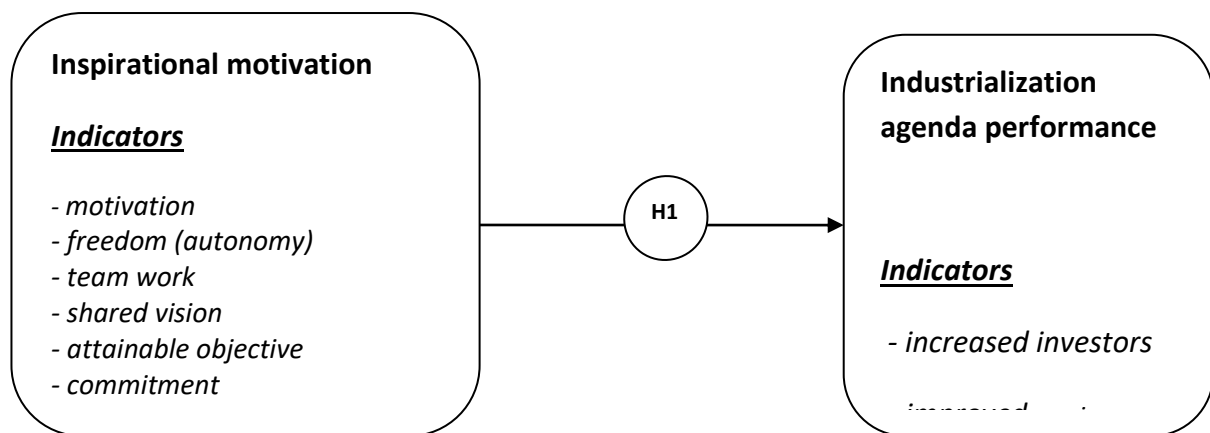
Source: Researchers, (2020).

3. Methods

The study was conducted in Tanga regional because the region is among the potential region for industrialization and investments in Tanzania. This study

employed positivism research philosophy because it depended on quantifiable observations which resulted in statistical analysis. In addition, the study adopted deductive research approach which emphasized moving from theory to data and explain the essential relationship of variables. Collins, (2010) pointed out that in deduction research approach, the concept has to be operationalized to allow facts to be measured quantitatively. The study also employed quantitative research methods where explanatory research design was used to test the relationship between inspirational motivation and industrialization agenda performance in Tanga Region. Kumar (2010) argued that explanatory research designed envisioned to assess the causal and effects of relationship of variables. In addition, descriptive research design also used to identify and profile respondent's characteristics (Gupta and Gupta, 2013). This study targeted a population of 3200 public employees from Tanga Region whereby simple random sampling was employed to draw 320 respondents. Public employees were from economic and productive sections, administration and human resources sections, infrastructure sections, planning and monitoring sections, financial and accounting departments, water, education and procurements. Public employees were considered in this study because they had been working with public leaders who were concerned with the promotion of industrialization agenda in Tanga Region. Hence, public employees were having viable information based on the influence inspirational motivation on industrialization agenda performance in Tanga Region. Survey questionnaire designed in 5-point Likert scale was employed for data collection. In analysis phase, reliability of the instruments using Cronbach's alpha (α) and the validity using confirmatory factor analysis was tested. Descriptive analysis was also applied to profile and describe the respondents' characteristics. In addition, structural equation model (SEM) through regression analysis used to test significant relationship of variables.

4. Results

4.1 Sample Distribution

In this study respondents' distributions were found to be important because they provided a major picture of the percent of respondents who were involved in the study. Respondent distribution helped to judge the proportional and representation of each characteristic of the group of respondents which could affect the outcome of the study. Therefore, in this study gender, education level and age were profiled in this section as described below, despite the fact that,

the researcher did not examine the influence of these demographic characteristics on the industrialization agenda performance in Tanga Region.

4.1.1 Respondents Distribution by Gender

In this study the gender of the respondents consisted male and female employees from Tanga Region as shown in Table 4.1 below. Among the 304 respondents, 58.2% were male but 41.8% were female. Despite the fact that female respondents were more than male respondents, the proportional of the percent above indicated that there was at least equal proportional of representation of gender in the process of data collection which helped to capture data which address each group of gender.

Table 4.1 Respondents Distribution by Gender

Category	Frequency	Percent
Male	177	58.2
Female	127	41.8
Total	**304**	**100.0**

Source: Researchers, (2020)

4.1.2 Respondents Distribution by Education Level

Among 304 respondents contacted, 0.7% were holders of primary education, 6.9% were secondary education holders, 6.6% were holders of form six educations as described in Table 4.2. In addition, 21.7% were diploma holders and 14.8% were holders of postgraduate degree (Masters). Majority of the respondents contacted were degree holders who were about 49.3%. This indicates that majority of respondents are educated. Based on such an argument it was necessary to ensure that respondents with varieties of education level are involved in this study in order to capture each level of education background.

Table 4.2 Respondents Education Level

Category	Frequency	Percent
Std VI	2	.7
Form IV	21	6.9
Form VI	20	6.6

Diploma	66	21.7
Bachelor Degree	150	49.3
Masters	45	14.8
Total	**304**	**100.0**

Source: Researchers, (2020)

4.1.3 Respondents Distribution by Age

In this study, Table 4.3 below shows the distribution of the age of the respondents employed at Tanga Region. Among 304 respondents who were involved in this study, 11.5% were aged between 20-29 years, 41.4% were aged between 30 - 39 years and 30.3% were aged between 40-49 years. In addition, 16.8% were aged between 50 – 59 years old. Majority of the respondents were aged 30-39 years, the age of active people for providing the required output of the industrialization agenda.

Table 4.3 Respondents Distribution by Age

Category	Frequency	Percent
20-29 yeas	35	11.5
30-39 years	126	41.4
40-39 years	92	30.3
50-59 years	51	16.8
Total	304	100.0

Source: Researchers, (2020)

4.2 Exploratory Factor Analysis

Exploratory factor analysis was used in order to ensure that constructs are aligned with their indicator variables. Babyak and Green (2010) suggested using exploratory factor analysis to identify a set of unobserved factors that fit into the reconstruct. In performing the exploratory factor analysis, the principal axis factor analysis with varimax rotation was conducted to assess the underlying structure for 14 items of the of survey questionnaire. The results of first run show that only one item namely accountability (PIA5) was removed since it had double loading. After, removing accountability, further analysis was conducted in order to see if the remaining measurements really fit to their underlying construct. Finally, all remaining items was found suitable for further analysis in confirmatory factor analysis. The remaining items which forms the framework for confirmatory factor analysis is described in Table 4.1.

Table 4.1 Definitions Fit Item for Confirmatory Factor Analysis

Inspirational Motivation Measurements		
IM1	=	Motivation
IM2	=	Autonomy
IM3	=	Confidence
IM4	=	Vision
IM5	=	Objectives
IM6	=	Commitments
IM7	=	Teamwork
IM8	=	Respect
Industrialization Agenda Performance		
PIA1	=	Increased investors
PIA2	=	Improved services delivery
PIA3	=	Systematic action taking
PIA4	=	Corruptions prohibition
PIA6	=	Accomplishing directives

Source: Researchers, (2020)

Having establishing the study framework from the exploratory factor analysis, the next step was to perform confirmatory factor analysis as described in detail below.

4.3 Confirmatory Factor Analysis

4.3.1 Measurement Model for Inspirational Motivation

IBM Amos 20 was run to test for inspirational motivation measurement model fitness which comprised eight dimensions namely IM1, IM2, IM3, IM4, IM5, IM6, IM7 and IM8. Initially, CFA was run, the model fit index produced the following indices: CMID/DF=5.647, GFI=0.911, AGFI=0.840, CFI =0.923 and RMSEA=0.124 which indicate poor fit and further improvement or model refinement was required in order to achieve a model fit. Therefore, further analysis was run and values less than 0.5 which are e1= IM1 and e5 = IM5 was deleted after running two times in their order in each run. These two items were deleted because they were having high value of standardized regression weight, covariance and regression weight at the modification index compared to other items in a model hence resulting in an inadequate fit in the model. After the deletion of the two items, the CFA was run again and resulted in the following model fit indexes: CMIN/df = 1.918; GFI = 0.983; AGFI=0.960, CFI =0.989;

and RMSEA = .055. All items retained had a standardized regression weights (S.R.W) values cut of 0.45 or greater the accepted fit, hence falling within the acceptance framework as shown in Figure 4.1.

Figure 4.1 Inspirational Motivation Mesurement Model
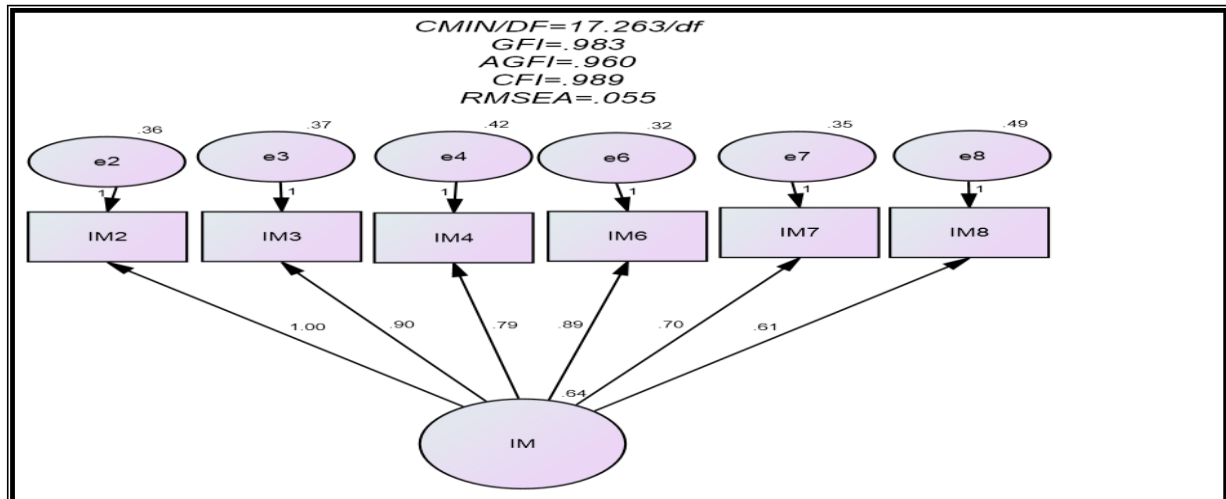
Source: Researchers, (2020)

4.3.2 Measurement Model for Industrialization Agenda Performance

According Hoe (2008) fit indices require a model to achieve the following minimum requirement CFI >0.90 indicates good fit, RMSEA <0.08 indicates acceptable fit, and commonly used χ^2 statistic (χ^2/ df ratio of 3 or less in order to be considered fit. Initial run indicated that CMIN/DF= 7.653, GFI =0.954; AGFI=0.862, CFI = 0.918; and RMSEA = 0.148 which indicated inadequate model fit. Based on inadequate model fit error e1=PIA1 was removed and hence the result indicated model fit which is CMIN/DF= 2.840, GFI =0.990, AGFI=0.952, CFI = 0.982 and RMSEA = 0.078 as shown in Figure 4.2.

Figure 4.2 Performance of Industrialization Agenda Measurements Model
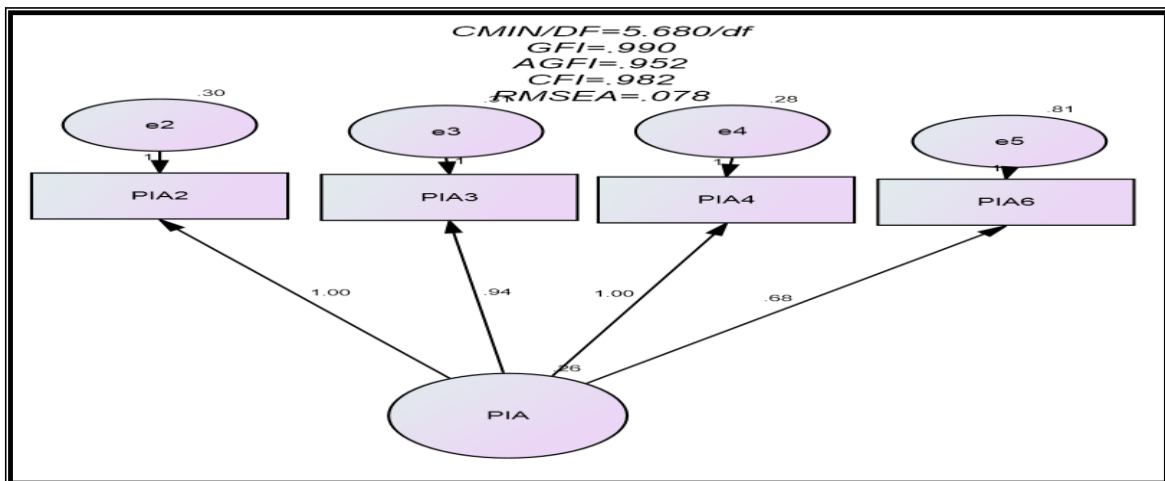
Source: Researchers, (2020)

Having established a model fit which indicate a good fit using indices the next stage was to evaluate the relationship of variables.

4.4. Testing the Relationship of Inspirational Motivation and IAP in Tanga Region

The structural model was used to test the relationships. In this research the relationship tested based on the direction, strength and the level of significance of the path coefficients. A standardized paths coefficient, critical value (C.R) and significant level (p) was used in this study in the testing and evaluation of strength and the level of significance. For testing the stated relationship, descriptive statistic analysis was run first to profile the influence of each attribute of inspirational motivation on industrialization agenda performance in Tanga Region as illustrated in Table 4.2 below.

Table 4.2 Inspirational motivation measurements

Category	N	Minimum	Maximum	Mean	Std. Deviation
Autonomy	304	1.00	5.00	3.2138	1.00017
Confidence	304	1.00	5.00	3.5428	.94300
Vision	304	1.00	5.00	3.5362	.90762
Commitments	304	1.00	5.00	3.4671	.91137
Teamwork	304	1.00	5.00	3.5461	.81923
Respect	304	1.00	5.00	3.1086	.85484
Valid N (listwise)	304				

Source: Researchers, (2020)

The results of the analysis indicate that among attribute of inspirational motivations stimulation in Table 4.2 above, teamwork had high impact on influencing industrialization agenda performance in Tanga Region by having mean value of 3.5461 followed by commitments with mean values 3.5428. In addition, other attributes namely autonomy, confidence, vision, objectives, confidence and respects yielded the slightly equal mean values ranging from 3.1086 to 3.5362 as shown in Table 4.2.

4.5. Analysis of the Basic Structural Model

The basic structural model of the study shows relationship between inspirational motivation and performance of industrialization agenda in Tanga Region. The findings for model fit in Figure 4.3 are elaborated as follows: The ratio of the χ 2, to the degree of freedom-CMIN/DF commonly referred to as normed chi-square value has yield a value of 1.324, which has range to the suggested cut of point values < 2 or < 3 by (Andrean and Petrik 2016). The CFI=0.962, GFI =0.962 and AGFI=0.918 obtained fall under the acceptable range whereas values close to 1 and generally values above 0.9 indicate a good fit as suggested by (Andrean and Petrik 2016). On the other hand, as suggested by Hoe (2008) that a RMSEA value of 0= indicate perfect fit, < 0.05 = indicate close fit, 0.05 to 0.08 indicate fair fit and 0.08 to 0.1 a mediocre fit, > 0.1 =poor fit. Comparing to the current study findings the RMSEA values of 0.039 which was produced in the analysis indicate that the model fits well in the data as summarized as follows: *CMIN/DF =\cmin/df 1.324;*
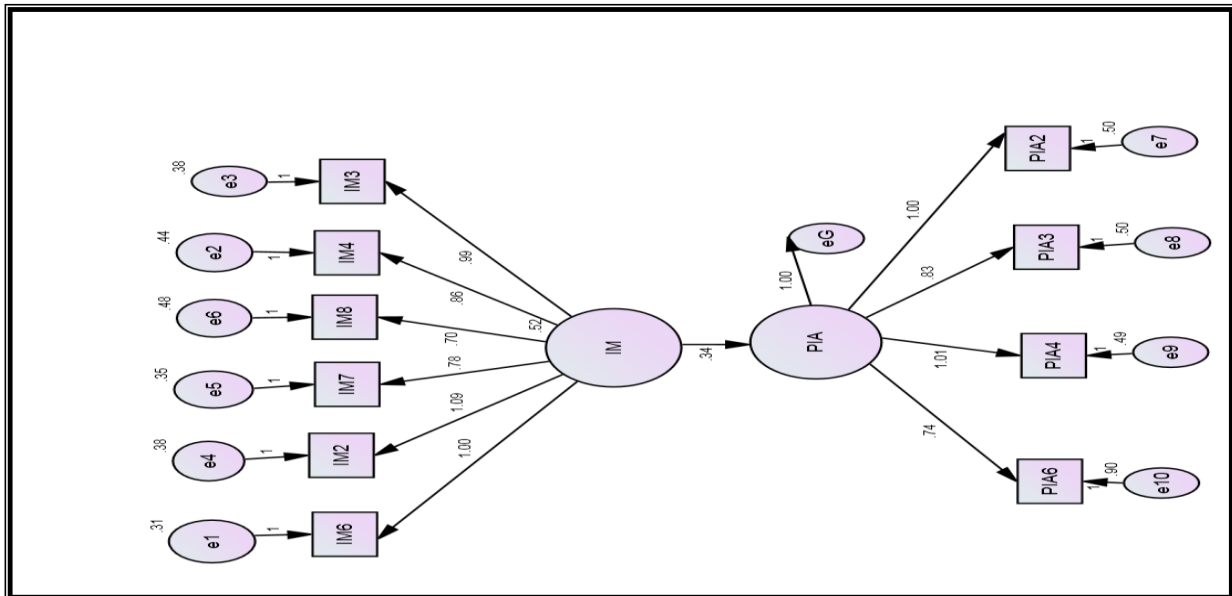
GFI =\gfi 0.962;

AGFI =\agfi 0.918;

$$CFI = \backslash cfi \quad 0.962;$$

$$RMSEA = \backslash rmsea \ 0.039.$$

Figure 4.3: Basic Structural Model between IM and PIA

Source: Researchers, (2020)

Having established a model fit which indicate good fit using indices, further analysis was done using SEM in order to determine the significant influence of inspirational motivation on industrialization agenda performance in Tanga Region as illustrated below in Table 4.3. The path leading from IM to IAP in Table 4.3 is used to examine the relationship between inspirational motivation and industrialization agenda Performance.

Table 4.3: Basic Model Un-standardized and SRW

Path			Estimate	S.E.	C.R.	P	Label	SRW	Remarks
IAP	<---	IM	.204	.055	3.689	***	par_13	.648	Accepted
IM6	<---	IM	1.000					.790	Accepted
IM2	<---	IM	1.091	.077	14.185	***	par_1	.786	Accepted

Path			Estimate	S.E.	C.R.	P	Label	SRW	Remarks
IM 7	<--	IM	.779	.064	12.105	***	par_6	.685	Accepted
IM 8	<--	IM	.696	.069	10.140	***	par_7	.586	Accepted
IM 4	<--	IM	.878	.071	12.347	***	par_10	.697	Accepted
IM 3	<--	IM	.991	.073	13.590	***	par_11	.757	Accepted

Source: Researchers, (2020)

5. Discussion

A positive path coefficient (γ = .648) using standardized estimate results in Table 4.3 above indicates that inspirational motivation is positively related industrialization agenda performance in Tanga Region. This concurs with Chin (1998) and Hoe (2008) who argued that a standardized path coefficient (γ) should be at least 0.2 in order to be considered significant and meaningful for discussion. The results in the current study confirm a strong positive relationship between inspirational motivation and industrialization agenda performance in Tanga region.

Apart from standardized coefficient, further analysis was done using critical ratio and p-value to determining the significant influence of inspirational motivation on industrialization agenda performance in Tanga Region. In this study, the findings yielded a critical values C.R = 3.689 which is greater than 1.96. The results concur with Hox and Bechger (2014) who argued that a relationship which has yielded a critical ration greater than 1.96 is considered significant. This means that the hypothesis H1a which start that inspirational motivation has positive and significant influence on industrialization agenda performance in Tanga Region.

This means that, inspirational motivation has positive contribution on industrialization agenda performance in Tanga Region. These findings imply that the applicability of inspirational motivation through commitments, autonomy and confidence of employees towards promotions of industrializations is very important to enhance its achievements in Tanga

Region. In additions, employees must have common vision, teamwork and respect to push and achieve industrialization agenda in Tanga region. Thus, that lack of inspiration motivation may hinder industrialization agenda performance in Tanga Region. Generally, the applicability of these items may increases improving services to investors in industrial areas, accomplish directives such as developing 100 and above industries are ordered by the central governments, taking actions systematically and prohibiting corruptions.

These findings are related with those of Northouse (2010) who argued that inspirational motivation are significantly influences performance subordinate working hard. Through inspirational motivation, subordinates work hard by providing attractive services to investors on industry area. Employees become committed and self motivated in accomplishing organizational vision which promoting industrialization agenda in Tanga Region. In addition, findings are related with the theory of transformational leadership by Bass (1985) who pointed out that inspirational motivation is among the four factors of transformational leadership which influence performance. This result confirms that inspirational motivations are among the factors of transformational leadership which have significant influence on performance particularly industrialization agenda performance. This study recommends that inspirational motivation should be insisted in Tanga Region and other region to obtain the required results industrialization agenda in Tanga Region and other regions in Tanzania.

6. Conclusion and Recommendation
Inspirational motivation has significant influence on industrialization agenda performance in Tanga region. Therefore, the practical implication is that the leaders in Tanga Region should use inspirational motivation behavior to increases industrialization agenda performance. In addition, leaders in others regions may apply inspirational motivation leadership behavior to influence industrialization agenda performance on their region. Generally, at managerial level from the district to the regional level the leaders could use the framework of this study to increases industrialization agenda performance on their respective district or regions. That means all employees and their leaders at departments or organization level has to involve inspirational leadership behavior to maximize industrialization agenda performance. The study was conducted in Tanga Region only; other study cab be conducted by involving all regions in Tanzania.

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