

A study on Leadership Quality Among PG students in Mangalore

* Mr. Dawn Prakash

** Dr. Devaraj K.

Abstract:

Leadership is a social and mutual influence process where multiple actors engage in leading-following interactions in service of accomplishing a collective goal. Young leaders are crucial for any developing country. Leaders are not born, they are made. This paper attempts to analyse the leadership qualities among PG students in Mangalore city and to know the institution role in building leadership quality among students. Statistical Analysis revealed that, students are initiating to lead the group by their own interest. They should be motivated by the faculties. The institution plays a major role in moulding and developing leadership quality among students.

Key Words: *Leadership, Responsibility, Initiation,*

Introduction:

The concept of leadership in recent times has been drawing enormous attention and gaining importance in the country wide. Leadership has always been an issue of high interest to accomplish any expected goals. A good leader is the one who has vision and mission regarding his task. Leaders emerge from very unlikely situations and they often need skills and encouragement to identify service opportunities. So the development of a leader in every individual, should start from ground level, that is during school and college days. Institution role in moulding the leadership skill among the students is crucial. Because leaders are not born, they are made. Each individual do have some sort of ability to lead his team. But due to lack of opportunity, he is not recognised as a leader. With the support of the institution, students are made as leaders. The urge should come from within oneself. This paper attempts to study the leadership quality among PG students.

Literature Review

Despite the fact that organizations are increasing their investments in leadership development, there is an emerging consensus that the supply of leadership talent is insufficient to meet the leadership needs of contemporary organizations. According to a survey of 1,100 U.S.-based

organizations, 56 per cent of employers report a dearth of leadership talent, and 31 per cent of organizations expect to have a shortage of leaders that will impede performance in the next four years (Adler & Mills, 2008). Likewise, a survey of 13,701 managers and HR professionals across 76 countries found that individuals' confidence in their leaders declined by 25 per cent from 1999-2007, and that 37 per cent of respondents believe those who hold leadership positions fail to achieve their position's objectives (Howard & Wellins, 2009). These data allude to an emerging leadership talent crisis where the need and demand for leadership surpass our ability to develop effective leadership talent.

Posner and Rosenberger (1997) found that student orientation advisors were more effective, as perceived by advisees, when operating using the five practices. Additionally, fraternity and sorority leaders who self-rated as effective, more likely engaged in the five practices than those rating themselves as less effective (Adams & Keim, 2000; Posner & Brodsky, 1994). Other studies exploring the five practices revealed significant differences between the following: successful and unsuccessful residence hall advisors (Levy 1995; Posner & Brodsky, 1993); student government leaders (Komives, 1994); effective and ineffective athletic team captains (Grandzol, Perlis, & Draina, 2010); and perceptions of leadership

* Professor, SDM PG Centre, Mangalore

** Director, SDM PG Centre, Mangalore

learning among undergraduate business students (Allen, 2009). Consequently, the five practices provide a strong underpinning for Rec Sports professionals who desire to affect student development. Though the value of leadership training is recognized through myriad leadership studies, a dearth of research has examined the effects of leadership development in Rec Sports student employees.

Mangalore City

The city of Mangalore is known as the education hub. Since there are a lot of institutions in the city, there is a healthy competition among institutions to provide quality education. The students are the real beneficiaries. The students are themselves very enterprising and self motivated. If the institution makes an attempt to identify the talents and nourishes it, the city is going to produce effective leaders for tomorrow.

Objectives of the study

- To analyse the made or born concept of leadership.
- To study the leadership qualities of PG students in the city of Mangalore.
- To evaluate the role of Educational Institutions in inculcating and developing leadership quality among students.
- To study the role of faculties in nourishing the skills of the students.

Methodology

The study is based on primary data and secondary data.

- Primary data: Primary data was collected from administering structured questionnaire to 100 respondents. The respondents were selected on convenient random sampling basis.
- Secondary Data: Secondary data was collected from published sources.

The data was analysed using SPSS

Limitations:

Following are the limitations of the study.

- The area of study restricts only to Mangalore city.
- The study is among only PG students.

Data Analysis and Interpretation

Table No. 1: Taking initiative in classroom activities

Particulars	Frequency	%	Valid %	Cumulative%
Yes	38	38.0	38.0	38.0
No	19	19.0	19.0	57.0
Sometimes	43	43.0	100	100.0
Total	100	100.0	100.0	

(Source: Survey data)

Interpretation:

The above table shows the information about the initiatives taken by the college students in their classroom activities. 38 % of the respondents are the ones who take initiatives in the classroom activities. 19 % of them are not ready to take up initiatives and majority of the respondents(43%) take initiatives when it is needed.

Table No. 2: Taking up responsibilities assigned by faculty

Particulars	Frequency	%	Valid %	Cumulative%
Yes	88	88.0	88.0	88.0
No	00	00.0	00.0	88.0
Sometimes	12.0	12.0	12.0	100.0
Total	100	100.0	100.0	

(Source: Survey data)

Interpretation :

88% of the students take up responsibilities assigned by the faculties. 12% take it up only if it is necessary, depending on the situation, type of assignment and their capacity.

Table No. 3: Motivating the fellow mates to participate in class room activities

Particulars	Frequency	%	Valid %	Cumulative%
Yes	96	96.0	96.0	96.0
No	00	00.0	00.0	96.0
Sometimes	04	04.0	04.0	100.0
Total	100	100.0	100.0	

(Source: Survey data)

Interpretation:

From the above table it is analysed as 96% of the students motivate their fellow mates to participate in the activities whenever there is an opportunity. 4% of them do it depending on the situation.

Table No. 4: Considering the Suggestions/ Advice of other fellow mates

Particulars	Frequency	%	Valid %	Cumulative%
Always ready to accept	33	33.0	33.0	33.0
Only when needed	67	67.0	67.0	100.0
Never	00	00.0	00.0	100.0
Total	100	100.0	100.0	

(Source: Survey data)

Interpretation:

From the table it is found that 33% of the students are always ready to accept the suggestions/ advice of their fellow mates. 67% of them accept the opinion only when needed.

Table No. 5: Opinion regarding role of Institution in building Leadership quality among the students

Particulars	Frequency	%	Valid %	Cumulative%
Strongly Agree	69	69.0	69.0	69.0
Agree	23	23.0	23.0	92.0
Neutral	03	03.0	03.0	95.0
Disagree	05	05.0	05.0	100.0
Strongly Disagree	00	00.0	00.0	100.0
	Total	100	100.0	100.0

(Source: Survey data)

Interpretation:

The study found the opinion of students regarding role of Institution in building leadership quality among the students. 69% of the respondents highly agreed to this, 23% of them agreed that the institutions are building leadership quality among students. 8% of the respondents have the opinion of somewhat agree, and there is no respondents completely disagreed.

Table No. 6: Opinion regarding impact of leadership training programmes in building Leadership quality among the students

Particulars	Frequency	%	Valid %	Cumulative%
Highly influencing	45	45.0	45.0	45.0
Influencing	27	27.0	27.0	72.0
Neutral	07	07.0	07.0	79.0
Moderate	05	05.0	05.0	84.0
Not at all	16	16.0	16.0	100.0
Total	100	100.0	100.0	

(Source: Survey data)

It was the outcome of the study that the opinion regarding students on the impact of leadership training programmes in building Leadership quality among the college students. 45% of the respondents feel that it is highly influencing, 27% of them have agreed that the leadership training programmes are influencing in building leadership quality among students. 12% of the respondents have the moderate opinion, and 16% of them feel the training does not have any impact at all. Rather it is the opportunity provided that matters.

Findings, Suggestions and Conclusion

Findings

Major findings of the study are:

- Majority of the respondents(43%) are taking initiatives in classroom activities when it is needed.
- Majority of the students they (88%) are having the high leadership skills and they are taking responsibilities in class room activities.
- Majority of the respondents(96%) are motivating their fellow mates to participate in classroom activities.
- Majority of the respondents(64%) are ready to take up Suggestions/Advices from their fellow mates only when needed.
- Majority of the respondents(69%) are having the opinion that their Educational Institution is influencing in building Leadership quality among the students
- Majority of the Students (45%) are having the opinion that leadership training programmes will influence in building Leadership quality among the students

Suggestions:

- Students should be motivated by the lecturers to take initiative in the classroom activities.
- Institution should organise more leadership building programmes for the betterment of students.

Conclusion:

The issue of leadership has been increasingly discussed over the past several decades. The development of the country lies in the hands of

the youth. So leadership development activities should start from school level. College life lays foundation for self development and societal development. So, emerging youth leaders are the hope of the nation. Thus the institutions have a major responsibility towards the nation.

Reference :

- Robbins, Coulter Mary (2002), 'Management', Pearson Education.
- Janardhan K, Shankara M., (2007), 'Management today', Himalaya Publication.
- Bass, B.M. and Avolio, B.J. (1990), "The implications of transactional and transformational leadership for individual, team, and organizational development", *Research in Organizational Change and Development*, Vol. 4 No. 1, p. 231.
- Bass, B. M. (1990). "Bass & Stogdill's handbook of leadership: Theory, research & managerial applications" (3rd ed.). New York: Free Press.
- Poornima M Charantimath, entrepreneurship development of small business enterprises, published by Dorling Kindersley (India) pvt.ltd. Edition- 2013, ISBN 978-81-775-8260-4, Page no: 52-54.
- Ruddock J, (2001), 'Students and school improvement: Transcending and cramped conditions of the time, Improving schools, pp-7-16.
- Fielding M., (2002), Transformative approaches to student voice: Theoretical underpinnings recalcitrant realities, invited paper submitted to the Mc.Gill Journal of education, special issue on student engagement
- Adams, T., Keim, M. 'Leadership practices and effectiveness among Greek student leaders, college student Journal 2002, 34, pp.259-270.