



Leadership Styles Among Student Representatives

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ABSTRACT

Leader is a person one who guides or leads or helps or assists individuals to complete certain tasks which was assigned to them. In this paper, researcher has provided an overview of different leadership styles (Autocratic, Transformational, Transactional etc.), advantages & disadvantages of different leadership styles and the theories. The researcher has carried out a study in Sacred Heart College (Autonomous), Tirupattur among the representatives of various departments. 51 representatives were chosen has sampling for the study and outcome was each individual possess different leadership styles and different leadership styles should be used in different places by understanding the situation.

INTRODUCTION

A person one who leads and guides an individual, a group or a team in their own style is known as Leadership. There are different approaches would be there in different leaders, so the styles has been classified into various types of leadership are Autocratic, Democratic, Bureaucratic, Laissez-Faire, Transformational, Transactional leadership styles and so on..., most of them would have this four common leadership styles (Autocratic, Democratic, Bureaucratic, Laissez-Faire). The leadership style of a person can be classified according to their ability of leading the group or team or towards their approach. Each and every leadership style has different characteristics, positives as well as the drawbacks. Even though there are many leadership styles, not all the leaders would attract the group members or team mates or not all the leadership style has been used by every individuals. Having a good knowledge or understanding about the various leadership styles provide an opportunity to know about the positives, drawbacks and things to be improved, so it would help to become a better leader in the future.

SIGNIFICANCE OF THE STUDY

Leadership style study among student representatives is significant for several reasons which hold effective and responsible governance within educational institutions which helps young leaders with valuable skills and self-awareness. Leadership was adapting and understanding different leadership styles which empower student representatives to approach to the needs and supporting their peer groups. Leadership style promotes collaboration and coordination among the team mates. It inspires sense of accountability and ethics, as student leaders are role models who set the tone for the institution's culture. This knowledge also prepares students for their future roles in society, as they gain practical experience in decision-making and problem-solving. Leadership style contribute for the development in all around and individual effectively support towards their concerns and contribute positively to their groups. Ultimately, it enhances the overall educational experience and finishes the way for nurturing the leaders of tomorrow.

INTERNATIONAL REVIEW

Agarwal, Sugandha (2020) has studied about "Leadership Style and Performance of

Employees" in the banking sectors in UAE to view the performance of an employee under the leadership and identify which type of leadership style is helpful for the employees to work actively. The author has conducted a study among 500 peoples in 5 various banking institutions and identified that democratic and transformational leadership style has a more impact on banking sectors. Muhammad Asrar-ul-Haq, K.PeterKuchinke (2016) carried out a study about the "Impact on Leadership styles on employee's attitude towards their leader and performance". The study was done in the banking sectors located in the Pakistan. The authors took 224 respondents for their study and their finding there was better understanding between the leader and employee through Transformational Leadership style.

The result has seen through the employee's performance. But the Laissez-Faire leadership style is opposite to the Transformational style because the Laissez-Faire has bad impression among the employees it would never satisfying their workers. Habtamu Kebu Gameda, Jaesik Lee (2020) conducted

a study on “Leadership styles, work engagement and outcomes among information and technology professionals”, the study took place in two countries Ethiopia and South Korea among Information and Technology Professionals. They took 147 professionals in Ethiopia and 291 professionals in South Korea and multiple linear regression analysis was used for the study. Their findings were Transformational style of leading employees would engage the workers and provide freedom to think for the employees. Transactional style also has good opinion among the workers on task performance whereas Laissez-Faire style has not satisfied the workers in task performance. **Mohammed Aboramadan, Khalid Abed Dahleez (2020)** experimented the research on “Leadership styles and employee’s work outcomes in non-profit organizations” to enquire that the Transactional and Transformational leadership would have positive or negative impact on employees outcomes and additionally, employees engagement with work. Around 400 respondent were chosen from North Italy and the findings of the study was both the leadership style had a positive impact on work engagement and work outcomes. **Mehmet Veysi Babayigit, Ozlem Altun (2017)** conducted a study on “Impact of Leadership styles on Employees Performance in Organization”, this study is to analyze the employees performance under three leadership styles- Contingency, Transformational and Transactional. There was no particular technique used for the study and it was done through the past data mentioned in the other articles. At last the findings of the study was transformational leadership style has been chosen because Transformational leadership style fit in every situation comparing to the other leadership styles. Even though Transformational style was chosen by many of them but suggested style was Transactional leadership style.

AIM OF THE STUDY

To study Leadership Styles among Student Representatives.

OBJECTIVES

- 1) To know the demographic details of the representatives.
- 2) To understand various types of leadership styles that representatives possess.
- 3) To find out the factors influencing the leadership styles among representatives.

RESEARCH DESIGN

The researcher has decided to use descriptive type of research design for the study. This design systematically describes and provides accurate information for the study.

UNIVERSE AND SAMPLING

The study was done among the representatives those who are pursuing their education in Sacred Heart College (Autonomous), Tirupattur. The researcher decided to collect data from the leaders of difficult categories like class leaders, association leaders and other office barriers.

TOOLS FOR DATA COLLECTION

The researcher has chosen questionnaire as tool for collecting data among the representatives those who are pursuing their education in Sacred Heart College (Autonomous), Tirupattur. The data can be collected through online mode with the help of Google forms which contains the questions related demographic details, leadership styles among representatives, advantages of leadership style, factors influencing leadership style and strategies & techniques used.

Table-01

Distribution of respondents based on their Age

S. No	Age	Frequency	Percent
1	18-19 Years	11	21.6
2	20-21 Years	15	29.4
3	22-23 Years	23	45.1
4	Above 24 Years	2	3.9
Total		51	100.0

The above-mentioned table evident that more than two-fifth (45) of the respondents between the age group of 22-23. More than one-fourth (29.4) of the respondents were 20-21 years old and more than two-tenth (21.6) of the respondents are between the age group of 18-19 Years. The table also states that very futile (3.9) of the respondents were above 24 years of age. So the table further clears large members from the respondents were in the age group of 22 – 23 years.

Table - 02**One way analysis among the Age of the respondents and various dimensions of Leadership Styles among Representatives**

S. No	Source	Sum of square	df	Mean Square	Mean	Statistical Inference
1	Leadership styles among representatives				G1=15.2727	F= 1.441
	Between Groups				G2=17.5333	P= 0.243
	Within Groups	63.43	3	21.143	G3=17.6087	P>0.05
		689.393	47	14.668	G4 14.0000	Not significant
2	Factors influence in leadership style				G1=16.7273	F= 0.871
	Between Groups				G2=20.0000	P= 0.463
	Within Groups	77.837	3	25.946	G3=19.1304	P>0.05
		1400.79	47	29.804	G4=17.0000	Not significant

G1= 18-19Years **G2=** 20-21Years **G3=** 22-23 Years **G4=** Above 24 Years

The above-mentioned table evident that there is no significant difference among age of the respondents and various dimensions of leadership styles among representatives.

Null hypothesis (H0): There is no significant difference among age of the respondents and various dimensions of leadership styles among representatives.

Research hypothesis (H1): There is a significant difference among age of the respondents and various dimensions of leadership styles among representatives.

Result: Since $p > 0.05$. There is no significant difference among age of the respondents and various dimensions of leadership styles among representatives. Therefore, null hypothesis is accepted and research hypothesis is rejected.

Table - 03**Education * Leadership style may vary according the situation Crosstabulation**

S. No	Education	Strongly agree	Agree	Neutral	Disagree	Total
1	UG	13(41.9)	14(45.2)	2(6.5)	2(6.5)	31(100.0)
		(68.4)	(53.8)	(50.0)	(100.0)	(60.8)
2	PG	6(30.0)	12(60.0)	2(10.0)	0(0.0)	20(100.0)
		(31.6)	(46.2)	(50.0)	(0.0)	(39.2)
Total		19(37.3)	26(51.0)	4(7.8)	2(3.9)	51(100.0)
		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)

Chi square

Pearson Chi-square = 2.475a

Degree of freedom = 3

Level of significance = 0.480

Hypothesis

Null hypothesis (H₀): There is no significant association between education and vary of leadership styles based on the situation.

Research hypothesis (H₁): There is significant association between education and vary of leadership styles based on the situation.

The Chi-Square test shows that there is no significant association between Education and Leadership style may vary according to situation which the respondents believed since the p value is greater than 0.05. Thus the null hypothesis has been rejected and research hypothesis has been accepted.

Table-04

Distribution of respondents based on their Medium of education

S. No	Medium of Education	Frequency	Percent
1	Tamil	9	17.6
2	English	42	82.4
Total		51	100.0

The data in the table shows that a significant majority (82.4) of respondents got their education in English medium and also the other less than two-tenth (17.6) of the respondents get their education in Tamil medium. So, the table shows that majority of the respondents completed they're in schooling in English medium.

SUGGESTION

Most of the respondents were young representatives, they can actively participate in any roles but there may be chance of lack of experience so they can undergo suggestions from experts in particular while making decisions and the management can also provide an assistance program which will enhance their skills and makes them stronger mentally. The teachers can provide opportunity for every individual to share daily updated information related to their field during the beginning of their courses. Female representatives can be encouraged to take initiative in taking up leadership roles and also ensure that gender bias can be reduced.

Representative can view failure as opportunities which help to improve their standards and share the mindset with their team mates.

CONCLUSION

Studying Leadership Styles among Student Representatives is to identify and understand various leadership styles. The style may vary according to the individual's preference and situations they face. The study is to understand various leadership style and factors affecting leadership styles. Compare to male, females were less on taking up responsibilities or leadership. The research was conducted among representatives pursuing undergraduate and postgraduate education, whether elected or volunteering as leaders. The researcher found that many of them involving in taking up leadership but they were lacking skills in the leadership, they need training for enhancing skills and their knowledge.

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