

# THE INTERNATIONAL JOURNAL OF HUMANITIES & SOCIAL STUDIES

## Assessment of Leadership Qualities in Prospective Teachers from Tribal Community of Rajasthan

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### **Abstract:**

*Leadership is a very complex phenomenon. Psychologists have attempted to give general and specific definitions basing on various leadership roles, they perform. The main objective of the present study is to know the influence of locality and students on the basis of leadership qualities of prospective teachers. Leadership qualities questionnaire developed and investigators carried out the study on prospective teachers of Rajasthan and Kota University. Finding of this study shows that perspective teachers of tribal community are good leaders also. Both the male and female teachers have almost same leadership qualities while Commerce teachers are good in general conflict resolution and communication skill and Arts teachers are better in General leadership qualities and team work ability.*

**Keywords:** Leadership, Communication Skill, Team work, Conflict resolution, Prospective teachers

### **1. Introduction**

The role of education in improving the choice and quality of lives, enhancing social and economic productivity, and initiating the process of empowerment and redistribution of resources is well-documented in the past fifty eight years of research. Various state sponsored efforts at national, state and district levels are currently underway across India, aiming at accelerating the pace of UEE and MDG. In some areas, notable small-scale initiatives by non-governmental organizations and other representatives of civil society are complementing state-sponsored efforts. The leadership process does not involve a leader alone but also others who come in contact with him. The personality of the followers and the characteristics of the situation are appropriate starting points for understanding the psychology of leadership. Followers are important in leadership behaviour. Both leadership and followership are complimentary and the two cannot be separated. The leader has to provide good morale and sustain the influence on the followers. (Harris and Lambert, 2003) An intelligent leadership creates a situation, which can lead to positive goals. The essence of leadership is interpersonal influence, which involves the influence in attempt to affect the behaviour of the influence through communication. Leadership is generally associated with certain goals and the means to achieve them. Lorenz (2012) says "Leaders must carry out the mission with the resources. They have to make it happen." Assessment of leadership effectiveness can be done on the basis of positive goals that the leader is able to achieve in a given amount of time.

To assess the leadership in prospective teachers, present study was conducted

### **2. Methodology**

Survey method was used for this study, for this a self generated questionnaire was used. Randomly 646 teachers from 15 teachers training colleges affiliated from University of Kota and MDS University, Ajmer were asked to fill the questionnaire. For this survey values were classified as skills related to Leadership, Communication Skill, conflict resolution and team work as a measurement of total leadership qualities. Questionnaire has total 38 questions based on tri-point scale. Questionnaire have negative and positive both type of statements. A prospective teacher may answer in three ways i.e. agreed, Neutral or disagree. 3, 2 and 1 point was taking in score for agreed, Neutral and Disagreed answer respectively for positive sentences. For negative sentences it was reversed as 1,2 and 3 for Agreed, Neutral and Disagreed answers respectively. On the basis of their answer a score matrix was prepared and analyse for further findings. These prospective teachers were categorised for Sex (Male and Female) and for faculty (Arts and Commerce) for analysis purpose.

### **3. Results and Discussion**

Score analysis of from questionnaire data revealed that these prospective teachers from tribal community are very good in leadership characteristics. Data analysis on sex basis clearly shows that General leadership qualities and team work ability are almost equal in male and female both in contrast to general perception that male are good leaders rather than female ones. On the other hand male teachers are better in conflict resolution and communication skill. It also proves the relation between

communication skill and conflict resolution. One with better the communication skill can resolve conflicts smoothly. (Table 1) These findings strongly support the findings of Rasmussen (2001)

When we look into the data on the basis of faculty it is clearly indicate that in conflict resolution and communication skill in commerce teachers are better than arts on the other hand General leadership qualities and team work ability are much better in Arts teachers, rather than their counter parts. (Table 2) These results do not agree with the findings of Reddy and Brahmaiah (2014) who concluded that leadership qualities effected by family background and income. It may be because of differences in social conditions of southern parts of country and Rajasthan

#### 4. References

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#### Annexure

Parameter	Sex	No.	Mean Score
Leadership	M	326	17.51
	F	320	17.44
Communication Skill	M	326	17.41
	F	320	17.18
Conflict resolution	M	326	18.80
	F	320	18.44
Team Work	M	326	18.89
	F	320	18.85

*Table 1: Leadership values of perspective teachers (Male and Female )*

Parameter	Sex	No.	Mean Score
Leadership	A	326	17.53
	C	320	17.42
Communication Skill	A	326	17.23
	C	320	17.36
Conflict resolution	A	326	18.58
	C	320	18.66
Team Work	A	326	18.93
	C	320	18.82

*Table 2: Leadership values of perspective teachers (Arts and Commerce )*