

Leadership styles among college students

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Abstract- Leadership has played an important role in the human history since earliest times. The historians have glorified heroes in battle and valued the importance of their deeds for the future generations. Since the childhood everyone will have role model in their life. It can be their parents, teachers, celebrities and politicians. The children grow they will understand the role models perspective and they will believe in them and blindly follow them. In the present research exploring in the college students age range from 18 to 24 years adults. In the present research the adult's perspective about leaders and their qualities has been analyzed. The Focus group discussion and semi structured interview has been conducted to understand the leadership styles. The 50 college students have been participated in the study. The descriptive analysis used to understand the problem. The present research results shows that the college students are followers of politicians and celebrities. The students have more of authoritarian leadership styles compare to other styles. This study gives the enlighten on improve their leadership qualities.

Key words: College students, Leadership styles and Celebrities

INTRODUCTION

The Anglo-Saxon etymological origin of the words lead, leader, and leadership is laed, which stands for 'path' or 'road.' The verb laeden means 'to travel.' Thus a leader is one who shows fellow travelers the way by walking ahead. This metaphor of the leader as helmsman is still very much on the mark. Unfortunately, the clarity of leadership's etymology is rarely matched with clarity of meaning. When we plunge into the organizational literature on leadership, we quickly become lost in a labyrinth: there are endless definitions, countless articles, and never ending polemics. Papers, books, and articles claiming to delineate leadership proliferate, yet their conclusions can be confusing and even conflicting. attribution theory of leadership. According to these situationists, leadership is not a viable scientific construct; it is a mere label given to behavior. Only people's inferences about and reactions to leaders are viable (Calder, 1977). Because individuals have an

inherent need to explain events that surround them, they assume that certain types of behaviors and actions can be attributed to the leader. Thus leadership is a perceptual issue, an illusion: individuals infer causation from observed behavior. The knowledge of the outcome causes individuals to attribute certain qualities to a leader. This more situational point of view has been reinforced by a number of scholars of leadership who doubt whether leaders affect organizational performance. Advocates of this line of thinking contend that there are powerful external forces that shape organizational activities. Each leader is embedded in a social system – a system in which other actors not only have expectations regarding appropriate behavior but also make efforts to modify the leader's behavior – that places serious constraints on leader behavior. Leadership turns into a set of myths encouraging social construction of meaning, creating an illusory causality (Pfeffer and Salancik, 1978). 1. Adaptive leadership: Organizations are now facing challenges at a rate unprecedented to previous times, with companies having to operate on a global level, keeping up with shifting competition bases, increased accountability from stakeholders, and the need for innovation and reinvention in order to stay ahead of the game. Leaders have to learn new ways of operating and mobilize their people throughout the organization to change its mind-set and behaviors in order to thrive in new business environments (Heifetz and Laurie, 1997). Authentic leadership: Authenticity has its roots in Greek philosophy "know thyself" (Plato) and has seen variations over time "to thine own self be true" (Shakespeare). To guide others effectively, leaders must know themselves, who they are, and why they do what they do and to live up to their values. Authenticity suggests that individuals need to have a complete view of themselves and this includes taking into account both their strengths and weaknesses. Those who fail to consider their irrational and dark sides are like captains who blindly plow their ships into a field of icebergs: the greatest danger is hidden below the surface. Avolio et al. (2004) define

authentic leaders as those who are “deeply aware of how they think and behave and are perceived by others as being aware of their own and others’ values/ moral perspectives, knowledge, and strengths; aware of the context in which they operate; and who are confident, hopeful, optimistic, resilient, and of high moral character”. Group coaching for leadership development: Leadership coaching, which most commonly takes the form of one-on-one interactions between an executive and a coach, has changed the way many progressive organizations view professional and personal growth and development. It is a specific form of intervention that can be carried out strategically with individuals, teams, or an entire organization. While one-on-one coaching certainly has its benefits, leadership group (or team) coaching – in essence, an experiential training ground for learning to function as a high-performing team – is a great antidote to organizational silo formation and thinking, and a very effective way to help leaders become more adept at sensing the hidden psychodynamic undercurrents that influence team behavior. Its aim is to direct a group of people toward a specific, mutually determined goal and to accelerate organizational performance by providing focus and awareness; it fosters strategic agility. Leadership group coaching sessions provide a safe space for honest and open explorations and confrontations wherein teams challenge and reassess their assumptions about themselves and others and in doing so, understand why they behave the way they do and why the team as a whole behaves the way it does.

Rational of the study is to understand the leadership styles among college students. College students are more prone to follow a celebrity. So, in the present study will explore the opinions of the college students.

METHODS

The objectives of the research was to study the leadership styles among college students.

The purposive sampling method used to collect information about leadership styles. The focused group discussion used to collect data. 50 students participated in the study. Age group of 18 to 24 years of students. The students are from different cities from India and studying Bangalore. The researcher visited to different colleges and got permission. Researcher

explained the importance of the study. The participants participated in the study in their own choice.

The 2 focused group discussion conducted, in each group 20 students were there. The discussion has been recorded after the consent of the participants. The semi structure interview has been given. Probes for the discussion has been given. Each discussion average duration of 85 minutes to 90 minutes. The recording has been converted to verbatim and based on the discussion themes has derived.

RESULTS AND DISCUSSION

The collected data has been used to derive the themes. The main themes of the study is as follows:

1. Famous
2. Influential
3. Out spoken
4. Daring in nature
5. Collecting others opinion
6. Considering every one in group

According to the theories the above mentioned styles as been seen Authoritarian, Permissive and Authoritative.

In the first group 15% of the students reported about the famous in college. In the second group 10% students reported about the same. In the four group also expressed high percentage of considering others opinion. It is range between 55% to 68%. In the first group 34% out spoken and 28% given by second group. In the first group expressed feeling daring in nature about 34% and 67% by respective groups. In the first group expressed 65% considering all the group members.

CONCLUSIONS

In the above results shows that college students are more influential by the celebrities and they also wanted to become like them. But due to that many of the students going in bad route. This needs to addressed.

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