

A Compative Study of Leadership Behaviour among Teacher In relation to Their Stream Wise and Gender

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ABSTRACT

The present study was conducted in school in karnal district Haryana. It was conducted to find out the leadership behaviour of post graduate teacher in karnal district Haryana. Importance and leadership behaviour of a teacher in school is recognised by everyone and it's very valuable for students' education. A sample has taken 100 teachers in school (50 male and 50 female). The result of the study indicated there is significant difference between male, female and stream wise teachers' leadership behaviour.

Key words: Leadership Behaviour, Post Graduate Teacher and Education

It means leader influence his followers and followers there leader. A leader not only commits his followers to organizational goals. He also pools needed resources guides and motivates subordinates to reach the goals. However, some experts have defined leadership in more specific and technical way. Koontz and O'Donnell state that "leadership is influencing people to follow in the achievement of the common goal." Haimam defined, "leadership can be defined as the process by which an executive imaginative directs, guides and influences the work of other in choosing and attaining specified goals

by mediating between the individual and organization in such a manner that both will obtain maximum satisfaction.'

LEADERSHIP TRAITS AND CHARACTERISTICS

An important characteristic of leadership is using human talents to grow performance, trust and integrity in employees and the organization. One's personality plays a major role in the way they lead. Personality is a combination of traits (distinguishing personal characteristics) that classifies an individual's behaviour. Personality affects conduct as well as insight and attitudes. Knowing personalities helps explain and forecast others' behaviour and job performance. People with a high need for power are depicted as wanting to control situations and enjoy competition in which they can win because they do not like to lose. Agreeableness is the trait of being able to get along with other people. Adjustment is commonly referred to as emotional stability. This trait shows the level that people are well-adjusted, calm and secure. AkramTayyaba et al (2016) revealed the impact of relational leadership on employee innovative work behaviour in IT industry of China. It also

investigated the overall effect of relational leadership on total EIWB. By primary survey with the help of self-administered questionnaire the researcher examined the relationship between leadership and employees' innovative work behaviour. Correlation and regression tools were used for the analysis of data. The researchers concluded that leadership being a powerful motivational tool helped employees to depict innovative work behaviour at each stage of EIWB idea generation, idea promotion and idea realization. **Breyer Robert & Barrett Catherine (2014)** throughout their combined study analyzed the instructional strategies by principals influencing teachers' implementation of strategies that promote greater student engagement and learning. The researcher by primary survey with the help of self-administered questionnaires examined the Influence of Effective Leadership on teaching and learning. The researcher concluded that teachers need an opportunity to see effective teaching strategies to be implemented by school leaders. **Daud Bin Yaakob (2014)** emphasized as the main objective of his research study to identify the influence of ethical leadership towards organizational commitment in schools. By primary survey with the help of self-administered questionnaires and interviews method researcher examined the influence of ethical leadership towards organizational

commitment in schools. Standard deviation and percentage had been applied as statistical measures. Data analysed with the help of SPSS version. Study concluded that ethical leadership plays an important role in improving the organizational commitment. A research study was conducted by **Titrek & Polatcan (2014)** to identify the relationship between leadership behaviours of school principals and their organizational cynicism attitudes. For the analytical purpose; Whitney-U, Kruskal Wallis-H tests, Pearson correlation and regression analysis was used. The findings revealed that it could be claimed as per observations that the cynicism level of school administrators was low based on teacher's perceptions. Besides, the cynicism level of school administrators was low in terms of cognitive and emotional factors which were sub dimensions of organizational cynicism. The leadership behaviour of school administrators was found at a high level. Based on teachers' perceptions, their attitudes towards organizational cynicism was highest in terms of the cognitive and behavioural dimension while it was at lowest level on the emotional dimension.

A research study was conducted by **M. Mulder et al (2013)** to identify the profiles of interpersonal behaviour of Indonesian agricultural teachers and to examine associations between students' perceptions of their teachers' interpersonal behaviour and

their intrinsic learning motivation. For the analytical purpose; MANOVA, chi square test and correlation analyses were used. The findings revealed interpersonal behaviour as much useful for curriculum developers, school leaders as well as for other stakeholders in designing a more competence-based learning environment. **BalyerAydın (2012)** discovered the level of transformational leadership behaviours that school principals demonstrated at schools during their administrative practices on daily basis. By qualitative research, the researcher considered that principals who demonstrated these major characteristics of transformational leadership effected satisfaction among teachers as well as theirs' better performance at school. Researcher concluded that teachers' opinions concerning their principals' transformational leadership behaviour was positive in general as well as female principals' behaviours was perceived more polite than male colleagues.

JUSTIFICATION OF THE STUDY

Today in knowledge based economy and self-govern society teacher is require to do various job like Make clear to parents and others, as well as to students themselves, what every student needs to know and be able to do. Communicate more with parents and families how they can help students reach higher academic standards. Integrate technology into instruction. Help improve assessments and use

the result to improve teaching and learning. Collaborate with others teachers. Participate in teams and school- level decision making. Make ongoing learning part of their job. With a range of leadership roles, teachers can contribute a distinct perspective on education that is critical to improving the quality of teaching and the amount that the students are learn.

OBJECTIVE OF THE STUDY

- 1) To study difference between male and female post graduate teachers on leadership behaviour.
- 2) To compare significant difference between science and art stream post graduate teachers on leadership behaviour.

HYPOTHESES

H₀₁ There is no significant difference between male and female post graduate teachers on leadership behaviour.

H₀₂ There is no significant difference between stream science and art post graduate teachers on leadership behaviour.

VARIABLES OF THE STUDY

- Dependent Variable : Leadership behavior

- Independent Variables : Type of gender and stream wise

METHOD

Descriptive Survey method was used.

SAMPLE

The study was conducted on a sample of 100 post graduate teacher of karnal district which were selected through random sampling technique.

TOOLS USED

The Leadership behavior scale developed by Bhushan was used to access the leadership behavior of the students. This scale contains thirty items in which 15 items were positive

and 15 were negative. The test reliability coefficient was found to be 0.79 and this scale possesses high construct validity.

STATISTICAL TECHNIQUE

Statistical methods have contributed a great deal. So as per the objectives of the study and nature of the collected data following statistical techniques were used i.e. Mean, SDs and t-test.

DATAANALYSIS AND INTERPERTATION

Data was analyzed by using mean, standard deviation and t-test. Obtained results are given in tables.

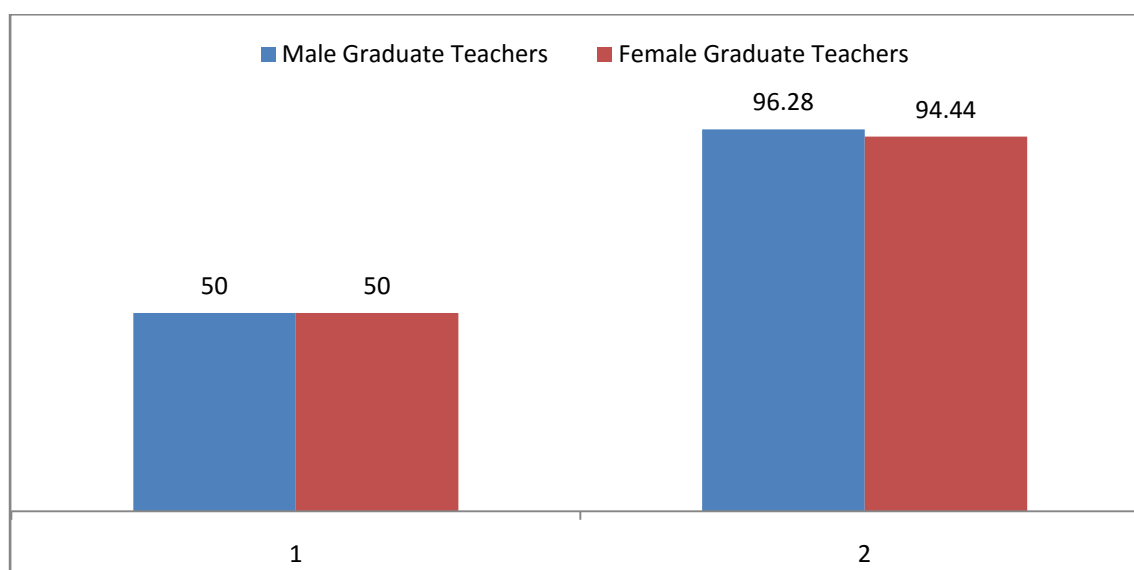
Table-1.1: Significant Difference between Male and Female Post Graduate Teachers on Leadership Behaviour

Variables	Teachers	N	Mean	S.D.	t-Value
Leadership Behaviour	Male Teachers	50	96.28	11.08	0.81
	Female Teachers	50	94.44	11.61	

Table-1.1 Shows that Mean scores came out from the above two groups Male and Female Post graduate teachers on leadership behaviour, are 96.28 and 94.44 with standard

deviation 11.08 and 11.61 respectively. The 't' ratio came out from above two groups is 0.81 which is significant at 0.01 level of significance.

Graph 1.1 The Graph shows Mean Difference between Male and Female Post-Graduate Teachers



It means there is significance difference between male and female post graduate teachers on leadership behaviour.

Therefore, the null hypothesis (H_0) stated. "There is no significant difference between male and female post graduate teachers on leadership behaviour," is rejected

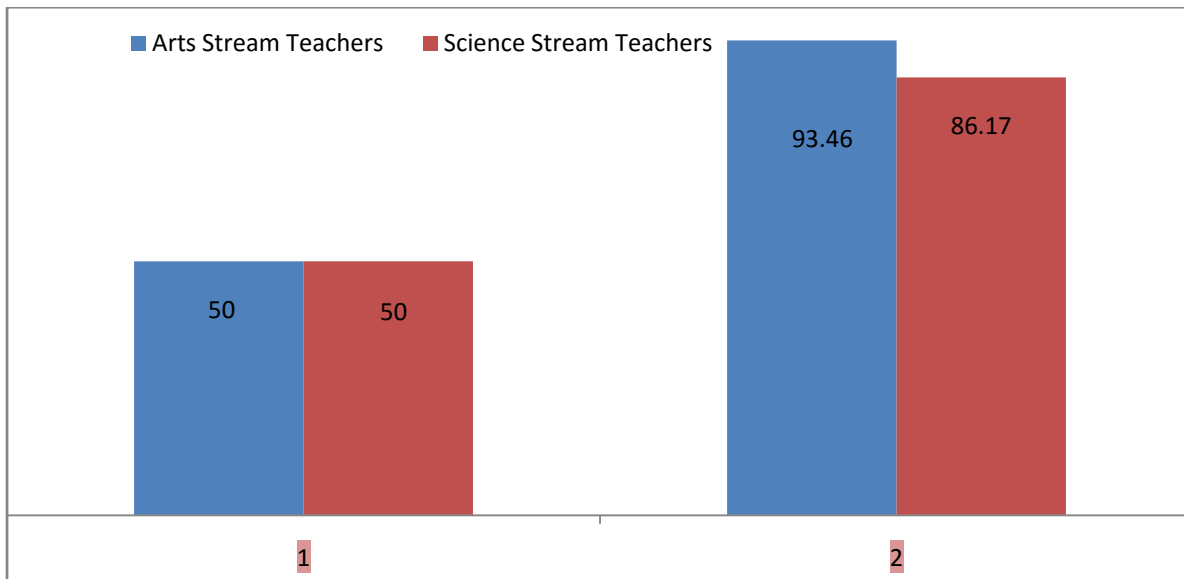
Table-1.2: Significant Difference between Arts Stream and Science Stream Teachers on Leadership Behaviour

Variables	Teachers	N	Mean	S.D.	t-Value
Leadership Behaviour	Arts Stream Teachers	50	93.46	7.81	4.76
	Science Stream Teachers	50	86.17	7.46	

Table-1.2 Shows that Mean scores came out from the above two groups Arts Stream and Science Stream teachers on leadership behaviour, are 93.46 and 86.17

with standard deviation 7.81 and 7.46 respectively. The 't' ratio came out from above two groups is 4.76 which is significant at 0.01 level of significance.

Graph 1.2 The Graph shows Mean Difference between Science and Art Post-Graduate Teacher



It means there is significance difference between science and art post graduate teachers on leadership behaviour.

Therefore, the null hypothesis (H_0) not stated. “There is significant difference between Science and Art post graduate teachers on leadership behaviour,” is accepted

FINDINGS

As evident above stated findings, post graduate teachers on leadership behaviour found to be significance difference between male, female and science, art stream post graduate teachers. These studies revealed that difference in post graduate teachers on leadership behaviour. It is found that teachers leadership behaviour is more favourable in male and art stream teacher than female and science stream teachers.

EDUCATIONAL IMPLICATIONS

The present study has various implications in the field of education. Education is a social process by which knowledge is transferred to students through the intermediaries, the teachers. It can be had from non-formal and formal systems of education. The educational leader must strive to improve human condition through reflective study of human development, learning and diversity employ appropriate curricular decisions to provide effective instruction, design, deliver, evaluate and refine instruction, serve as an example of a reflective teacher, scholar, communicator, and advocate serving the interests of students and society. The educational leaders, who are able to establish mutual trust, respect and a certain warmth and rapport with members of their group will be more effective. Thus teaching aptitude and leadership preference, both variables are very much important for teaching profession. So efforts should be made

that only persons having high degree of teaching aptitude and democratic leadership quality could be able to enter in this profession. Universities conduction entrance test for the B.Ed. course should include few question in the entrance test paper related to leadership preference along with teaching aptitude. These questions should give weight age. The findings of the study have their implications for the school administration. The selection committee should be more conscious about teaching aptitude and leadership behaviour of the person before selection.

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