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A STUDY ON THE AWARENESS AND PRACTICES OF LEADERSHIP SKILLS AMONG UNDERGRADUATE STUDENTS OF NAGAON DISTRICT, ASSAM

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Abstract

Leadership skills possess all-round development of individuals for their career or future oriented success leads to better managerial skills in examine the awareness and practices of leadership skill among undergraduate students of Nagaon district, Assam. The study revealed the male and female differences in understanding the awareness level of leadership skill. Descriptive research design is been used for examining the findings using percentage method and for qualitative research responses thematic analysis. Research revealed need of practical applications through structured questionnaires revealing a better analysis of the findings focusing on communication, skill oriented, practical level areas.

Keywords: Leadership Skills, Awareness, Practices

1. INTRODUCTION

Leader's abilities allow an individual to guide or lead, motivate and train professions to lead them to success. Leadership Skills played a analytical role in 21st century, shaping persons in career development involvement in an educational ground level. Some of the major fundamental 4 leadership skills are: self-awareness, communication, influence and learning agility. Self-awareness leads an individual to effective tasks oriented activities for determining the pros and cons values, to reflect social identity enhancing self-awareness beliefs, communication is considered as most important leadership competencies for leaders to be effective. It requires clarity in listening skills and active responding for effective communication. It indulge in encouraging the behavior, builds trust, strategize content and reciprocating with individuals to critically analyze the intent of delivering specific contexts. Influence develops leadership skill in communicating their vision and mission to commit from individuals at different levels and learning agility leads people to actively help learners to participate and value out experiential activities to indulge in leadership enhancement. James MacGregor Burns (1978), Leadership is a process to influence person to achieve specific or desired goals in highlighting transformational connected aspects. However, World Economic Forum (2020), enhances communication, skill related to leadership content and social identity as significant career-oriented employability in changing educational scenario. Furthermore, leadership enhancement or development among undergraduate students enhance conceptual framework with adequate learning in practical fieldwork and skill requirement.

2. REVIEW OF RELATED LITERATURE

2.1 Conceptual theoretical and framework

Leadership core function totally depends on to make things better, to provide democratic and practical participation of individuals but ultimately the main task is to make the task better or functioning in a more productive manner (Summerfield, 2014), Research enhanced the awareness of leadership skills required for 21st century individuals in enhancing up-to-date leadership understanding to bridge the gap between skills and awareness (Lordanoglou, 2018). However, researchers found that female students have greater positive view towards leadership awareness and are more indulged in enhancing or practicing their leadership skills (Esentaş et al., 2017).

2.2 Need and Importance of leadership

Research focuses on the need of leadership education curriculum to prepare individuals with dynamic and practical skills that will enhance the future outcomes (Elmuti et al., 2005) Furthermore, study found that the training program in relation to leadership programme has showed greater confidence, self-awareness skills (Hackworth et al., 2018).



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Similarly (Hjiej et al., 2023) study highlighted the contrasting attitude of participants in case of time management and questioning themselves were specific leadership skills trainings are adequate.

2.3 Barriers to Effective Skill Development Practices

Study identified to ensure effective training that requires specific change in skill enhancement and requires all-round skill practices in social development demographic (Mullan, 2020). Similarly, research found out need of professional programs in developing skills required practices in enhancing teacher preparation were job-based professional development requirement (Rafiq-uz-Zaman, 2023).

3. SIGNIFICANCE OF THE STUDY

Research plays a significance role in development of leadership skill among undergraduate students essential for professional competencies. With the findings, other researches can enhance their understanding in perceiving the awareness and practices of leadership skills among undergraduate students of selected district and be able to apply in real-life context. It is essential in understanding the gender specific biasness in understanding the superiority of any particular gender it's going to reveal with proper empirical evidence towards a specific gender with proper facts. It can help assisting the institution sectors in indulging in more student specific content and to help them in exploring their intrinsic abilities.

4. OBJECTIVES OF THE STUDY

1. To study the awareness of leadership skills among undergraduate students of Nagaon district, Assam.
2. To study the practices of leadership skills among undergraduate students of Nagaon district, Assam.
3. To examine the difference between awareness of leadership skills between male and female undergraduate students of Nagaon district, Assam.

5. METHODOLOGY

5.1 Research Design:

The study will adopt a descriptive survey research design to examine the awareness and practices of leadership skills among undergraduate students of Nagaon district, Assam. The research design follows a quantitative data method with proper systematic data collection method related to student's knowledge and their practices regarding the leadership skills.

5.2 Population and Sample:

The population of the study comprises of all 44 undergraduate college students in Nagaon district, Assam. From the population, sample has been selected using simple random technique is considered to represent the population to reflect the common environment or characteristics of undergraduate students of Nagaon district, Assam.

5.3 Sampling Technique:

The study adopts stratified random sampling technique for the selection of the undergraduate students from the population. The sample of the study has selected 20% of the population for conducting the study. A sample of 200 respondents are been selected for the study. The sample is based on the accessibility of the undergraduate respondent's to represent the overall population.

5.4 Data Collection:

Primary Data: A structured questionnaire is administered through Google Forms were the items includes closed ended questions (5-point Likert scale) to obtain quantitative data based on awareness and practices of leadership skill from undergraduate students of Nagaon district, Assam.



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Secondary Data: Sources from books, journals, reports and research articles, for theoretical support and framework of the study.

5.5 Tools for Data Collection:

Here, researcher used self-constructed questionnaire to find out the awareness and practices of leadership skills among undergraduate students of Nagaon district, Assam. The items are based on following dimensions and those are:

- Demographic details.
- Awareness towards leadership skill.
- Practices of leadership skill.
- Communication effectiveness.

6. Data Analysis

Quantitative Data: Required respondents are been collected through questionnaire representing the dimensions of the study.

Qualitative Data: Open-ended questions are presented to analyze the leadership style of respondents.

6.1 DATA ANALYSIS AND INTERPRETATION:

Quantitative Data Analysis

Objective 1: To study the awareness of leadership skill among undergraduate students of Nagaon district, Assam.

Table No 1: Representation of Awareness level of Leadership Skill

| Awareness items | Positive Responses (%) | Neutral Responses (%) | Negative Responses (%) |
|---------------------------------------|------------------------|-----------------------|------------------------|
| Understanding of leadership qualities | 91.04% | 6% | 2% |
| Awareness of styles | 34.82% | 25.37% | 39% |
| Involvement in career | 79.61% | 17.41% | 3% |
| Group Performance | 21.90% | 15.42% | 62% |

Interpretation: The Table 1 represents that the undergraduate students of Nagaon district have shown their level of awareness in different items were the understanding of leadership qualities has positive responses of 91.04%, awareness of different leadership style has 34%, need of leadership skill 79% and group initiative performance has 22%. Therefore, the respondents showed positive responses towards the awareness level of leadership skill.

Objective 2: To study the practices of leadership skill among undergraduate students of Nagaon district, Assam.



Table No. 2: Representative of Practices of Leadership skill

| Practice Items | Positive Responses (%) | Neutral Responses (%) | Negative Responses (%) |
|--------------------------------|------------------------|-----------------------|------------------------|
| Communication Practices | 76% | 19% | 5% |
| Motivation | 87% | 11% | 3% |
| Reasoning Involvement | 16% | 21% | 64% |
| Preferences for managing skill | 15% | 22% | 69% |
| Presentation Skill | 19% | 15% | 59% |
| Unexpected disobedience | 12% | 6% | 73% |

Interpretation: The Table 2 indicates that the practice level of leadership skill among undergraduate students represented a positive practices in specific criteria and those are communication practices (76%), motivation (87%), reasoning (16%), managing qualities (15%), presentation (19%) and lastly the unexpected disobedience (12%). Therefore, it's seen that the respondents clearly have adequate knowledge about the preference leadership styles.

Objective 3: To examine the difference between awareness of leadership skills between male and female undergraduate students of Nagaon district, Assam.

Table No. 3: Representation of Male and Female Leadership Skill

| Respondents | N | Percentage |
|-------------|-----|------------|
| Male | 87 | 41% |
| Female | 113 | 60% |

Interpretation: The Table 3 indicates the actual representation of male and female leadership skill among undergraduate students of Nagaon district, Assam. It represented that male students perceives slightly lower level of leadership skill i.e., 41% whereas female students contains better leadership awareness in the educational field i.e., 60%. Therefore, it is seen that there is a difference between awareness of leadership skill between male and female undergraduate students of Nagaon district, Assam.



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Qualitative Data Analysis

Responses collected through interview method and open-ended questionnaire were the responses are analyzed using thematic analysis method. It offered a deeper understanding of the awareness and practices of leadership skill of undergraduate students of Nagaon district, Assam.

The thematic codes are divided in to certain themes and those are awareness, leadership styles, preferences, group communication skills, preferred attitudes and required institutional support were majorly it's seen that there I a proper need of training and workshops for both the faculty members and students which can lead them to higher competencies for managing a better learning environment and creating a conducive environment.

7. DISCUSSION:

The study focused on the awareness and practices of leadership skill among undergraduate students of Nagaon district, Assam. It found out that the female respondents showed greater potential in leadership awareness as compared to men respondents. Results indicate understanding level of different qualities which has 92% and put major focus on the need of improving those qualities in enhancing their career development. However, it's seen that 40% of the responded states negatively items i.e., role of group performance convicted 62% of negative responses, which shows a greater understanding of effectiveness of leadership factors. Furthermore, the findings need wider population as compared to a better statistical analysis study done in inferential statistics, leadership skill showed engagement attributes in participating collaborative drills or activities.

8. Conclusion:

Leadership skills in the study revealed a significant result in understanding the conceptual framework in leadership such as communication, preferred styles, practices etc. that lined in educational context. It revealed gaps in relation to these specific skills that require problem-solving, managerial skills. It observed gender referencing styles in leadership awareness in context from both the gender. Insights revealed in regard of qualitative data analysis interpretation emphasized institutional involvement in areas like training, field trips, projects or workshop in enhancing this particular skill. In conclusion, leaderships fosters a shift towards practical or skill oriented practices apart from theoretical focused learning were the whole understanding is based on the conceptual thinking or deep analytical thinking. So integration of leadership skill initiates greater academic collaboration and better environment.

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