

Research Paper

## Leadership and It's Styles in Team and Individual Sport Players

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### ABSTRACT

Leadership is not an innate ability that a person is born with, but rather it is learned. Even though at some point everyone has a leadership quality in them, each individual's leadership varies. In this study leadership and its style on both team and individual sport players were compared. For the present study, a sample of 70 was selected which was segregated into 35 team players and 35 individual players. The results of the study showed that there is a significant difference in leadership of team and individual sport players. It was observed that there is a significant difference in the scores of Democratic, facilitative and Situational leadership style in team and individual sport player, whereas it was found that there is no significant difference in the scores of authoritative leadership style in team and individual sport players.

**Keywords:** Leadership Styles, Sport Players

Sports include any form of physical competitive game or activity that aims to improve and maintain physical ability and skills while providing enjoyment to the participants and in some cases entertainment to the viewers. Sports helps an individual to remain physically fit. Various sports exists, for individual participants as well as for more than one participants. Individuals play either in team or individually. In certain sports individuals may compete with one winner whereas in others, matches are held two sides. Some sports allow "a tie" between two winners whereas some sports conduct a "tie breaker" between the players or teams.

Sports is generally recognised as activities which are based on physical dexterity. There are also number of activities which are claim as mind sports such as chess, bridge. Many Sports League arrange annual championship by holding games in regular sports season. The International Olympic Committee (through ARISF) recognises both chess and bridge as bona fide sports. There are usually certain rules and customs by which the sports is governed to serve the fair competition.

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According to A.T Kearney, a consultancy, the estimate worth of Global Sporting Industry is upto \$620 billion as of 2013. The world's most accessible and practiced sport is running, while football is the most popular sport among viewers. Sports corresponds with political agencies and community values as it defines the morals and ethics accredited not only for athletes but also for the totality of the society. Sports not only enhances the physical well-being of an individual but also the mental well being. The exemplar of success in sports is 'winning'. When an athlete makes to the process level into the sports, their commitment to perform at high level is expected by the audience. There are variety of team sports to individual sports from archery, cycling to football and hockey which have been telecasted on the T.V.

The team sports require good leadership qualities, as the leadership is process of influencing team members to work hard towards and to be committed to team goals. Team Sports Players have to hold their team together and go ahead. An effective leader influences the follower in a desired manner to achieve desired goals. A leader is a person who influence others to act so as to carry out specified objectives. Psychologist Kurt Lewin in 1930s developed leadership styles. The first study on leadership styles was performed by kurt lewin in 1939, who led a group of researchers on identify different styles. Different leadership style may make an impact on an individual's game as well as on an individual's personal life.

Leadership is exercised in different ways by different people. The Authoritative Leadership Style is based on the idea that leaders should assume personal responsibility for decision. People who are restless, action oriented and have a strong personal vision of what is needed are attracted to Authoritative Leadership Style. The decision taken by such people are more rapid which can be a great in crises. They can sometimes lead to uninformed shallow decisions, which may not allow members to give full commitment to them. Democratic Leadership Style is determined to include all group members in decisions about how the group should operate. Here the leader makes the participants to participate fully to make the group effective. They may act inappropriate when rapid decisions are needed. The other members remain energized and motivated to achieve their tasks. The facilitative leadership style is concerned with offering suggestions which group members may or may not take up. They are not willing to influence people with their personal ideas. They give plenty space to the other members for creative ideas to be explored. This thing sometimes can allow the other members to be chaotic and aimless. Situational leadership style is an approach in which the leader attempts to adapt how they behave according to the needs of situations. They allow group to change over time, helps to adopt to urgent and non-urgent situations. But here the members never know what to expect, and may resist changes in style.

The only research done on the similar topic titled "The Correlation of leadership behaviour between individuals and team game male players", The results of the study found no significant difference in the leadership between the participants of team sport players and individual sport players, which also indicated that's there is no difference on the leadership styles that is possessed by a team sports player or an individual sports player. The author also discuss that this might be because of the background any player comes from, and it can be because of the similar kind of environment irrespective of whether they play team sports or individual sports. (Nitesh, 2014)<sup>1</sup>

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In such an scenario were are left with just 1 of such research paper, it kind of gives us that scope to conduct more on such an upcoming topics, which not only helps us understand the various types but it helps us understand applicability of the results.

### *Rationale for the study*

The reason for choosing this topic was because of the gap observed between the leadership its styles and athletes, among all the researchers conducted to see the leadership styles of coaches in games, there was only one research which was done on the similar lines of the proposed topic which leads to more eagerness to study and research about not only leadership styles among athletes but to also find that whether there is a difference between team game players and individual game players, in their leadership styles.

## **METHODS**

### *Objectives*

1. To study the difference in leadership in team sport players and individual sport players.
2. To study the difference in leadership style in team sport players and individual sport players.

### *Hypotheses*

- H<sub>0</sub>. There will be no significant difference in leadership of team and individual sport players.
- H<sub>0</sub>. There will be no significant difference in the scores of Authoritative leadership style in team and individual sport player.
- H<sub>0</sub>. There will be no significant difference in the scores of Situational leadership style in team and individual sport player.
- H<sub>0</sub>. There will be no significant difference in the score of Democratic leadership style between team and individual sport players.
- H<sub>0</sub>. There will be no significant difference in the score of Facilitative leadership style between team and individual sport players.

### *Sample*

This study consisted of 70 participants, which was further segregated as 35 team players and 35 individual players. The participant's age was in between the ranges of 15-25. The participants were from Ratnagiri, Pune, Kolhapur, and Solapur districts of Maharashtra, and all of them were either State, National or International players of their respective sports.

### *Tool used*

#### **Leadership Style Questionnaire**

The Leadership style questionnaire was developed by Centenary College, Louisiana. It is a Likert scale consisting of 16 questions. The questionnaire measures 4 combinations of leadership style, i.e., Authoritative, Democratic, Facilitative, Situational. The options provided with the questions are "exactly, like me, much like me, A bit like me and not me at all". The Split- Half Reliability of the test is 0.607. The questionnaire also mentions the strengths and weakness of each leadership style. This questionnaire doesn't come with any age or setting restricted use, hence it can be used in any setting with any age group. And this questionnaire is not culturally bounded, hence can be used with various cultures.

### *Research Design*

The research design which is adopted was Exploratory Research design.

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### *Procedure*

A non-probability convenient sampling was used to collect the data for this study. Google forms of the questionnaire was prepared and sent to the participants. Consent form was obtained by sending it with the google form, information about confidentiality of the data and privacy of the information was provided to the participant. Questions about their basic demographic were also obtained by the participant.

### *Statistical Analysis*

SPSS IBM version 20 was used to statistical analyse the data.. Non- Parametric-Independent samples Mann Whitney U test was used for further analysis. It was used to find the significant difference between the leadership style of team and individual sport players.

### *Ethical Considerations*

Informed consent was taken before administering the questionnaire. The informed consent included the following information: (a) the purpose of the research, expected duration, and procedures. (b) Their right to withdraw from the research once participation has begun; (c) the foreseeable consequences of withdrawing (d) any prospective research benefits (e) limits of confidentiality; (f) incentives of participation (g) whom to contact for questions about research and research participant's rights.

With scrutiny it was made sure that any content in the questionnaire does not cause any harm to the participants at any point of time.

Participants will be provided with detailed information about the nature, results, and conclusions of the research. In case of any misunderstandings or misconceptions, it will be cleared by the researchers. Study was conducted taking gender and culture into consideration. Minority, cultural or religious sentiments were not targeted in any case.

## **RESULTS & DISCUSSION**

*Table No: 1 Test of Normality*

	Kolmogorov-Smirnov <sup>a</sup>		
	Statistic	df	Sig.
Ind	.090	35	.200
grp	.124	35	.191

\*. This is a lower bound of the true significance.

Normality test was conducted to check if the sample is normally distributed or not. Table 1 shows the test results of normality. The criteria to consider data to be normally distributed are  $p > 0.05$ . The results here shows that  $p < 0.05$  significance thus it is understood that the data here is not normally distributed. Conducting non parametric test to test the hypothesis is ideal. Independent samples Mann Whitney U test was used for further analysis.

*Table No: 2 Difference in the level of leadership among individual game players and group game players*

	sig	decision
Ind	.004	Reject the null hypothesis
grp		

Table 2 shows the difference in the level of leadership among individual game players and group game players. As the p value is .004, which is  $p < 0.5$ . the null hypothesis is rejected.

**Table No: 3 Difference in authoritative leadership style among individual and group players**

	sig	decision
Ind grp	0.96	Retain the null hypothesis

Table 3 shows the difference in authoritative leadership style among individual game players and group game players. As the p value is 0.96, which is  $p > 0.5$ . the null hypothesis is retained.

**Table No: 4 Difference in democratic leadership style among individual and group players**

	sig	decision
Ind grp	0.47	Reject the null hypothesis

Table 4 shows the difference in democratic leadership style among individual game players and group game players. As the p value is 0.47, which is  $p < 0.5$ . the null hypothesis is rejected.

**Table No: 5 Difference in facilitative leadership style among individual and group players**

	sig	decision
Ind grp	0.25	Reject the null hypothesis

Table 5 shows the difference in facilitative leadership style among individual game players and group game players. As the p value is 0.25, which is  $p < 0.5$ . the null hypothesis is rejected.

**Table No: 6 Difference in situational leadership style among individual and group players**

	sig	decision
Ind grp	0.003	Reject the null hypothesis

Table 6 shows the difference in facilitative leadership style among individual game players and group game players. As the p value is 0.003, which is  $p < 0.5$ . the null hypothesis is rejected.

## DISCUSSION

It is very important to understand that the kind of leadership needed in a team game is very different from an individual game. A player who plays a team game have and need different kind of leadership skills then a player who is into individual game. A team game players work together with same goal and in a team game, communication and team work, is required. But in an individual games such skills like team work and communication is not needed because, they is just one player in that game and there is no need of such skills at a higher level. That is why we could also see in the results that there is a difference between the leadership of Team sport players and Individual sport players. The result of the study does not match the result of the only one previous study done on this topic.<sup>1</sup> (Nitesh, 2014).

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It was observed that there is a significant difference in the scores of Democratic, facilitative and Situational leadership style in team and individual sport player, and it was found that there is no significant difference in the scores of authoritative leadership style in team and individual sport players. Facilitative Leadership Style is characterised by people who give and take suggestions. Situational Leadership Style is characterised by people who are flexible in regard to the situation given. Democratic Leadership Style is characterised by people who believe that a group cannot be effective unless all members have an opportunity to participate fully.

There is no difference in authoritative leadership style in team and individual sport players, the reason could be because, the authoritative style are those people who are restless, action-oriented, and have a strong personal vision of what's needed, and such type of leadership style is needed in both team and individual sports. In team everyone should have the vision and should be action-oriented and that is how team work works and in individual the person is the sole member for the game and should have these skills to excel.

### *Limitations of the study*

1. The study was limited to just considering Archery players under individual game and mainly Football, basketball and cricket under team game.
2. The data can't be generalized as it doesn't include players from all cities of India.

### *Future recommendation*

- Study on the same theme can be conducted with a larger sample size.
- For future study mixed method on this topic can be done, to find the reason behind the difference
- Comparisons between the different leadership styles can be done.
- Future studies can be conducted to find which leadership style is prominent among the two groups.
- The study can be extended to find how the leadership they develop through sports can be useful in other settings.

## **CONCLUSION**

- The study observed a significant difference in the leadership in team and individual sport players.
- The study observed a non-significant difference in the Authoritative Leadership Style in Team and Individual Sport Players.
- The study observed a significant difference in the Situational, Democratic and Facilitative Leadership Style in team and individual sport players.

### *Implication of the Study*

The study not only proves that leadership can be developed through sports but also gives the insight about the difference in leadership styles in individual and group players so that the strategies are built to improve the leadership keeping in mind the difference to get more effective results.

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### ***Conflict of Interest***

The author(s) declared no conflict of interest.

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