

Leadership Style of Primary School Head Teachers

Dr. V. B. Gohil^{1*}

ABSTRACT

The effectiveness of education depends on largely how well it is managed. The leadership continues to play a critical role in the operation and understanding of organization. There is so many approaches of leadership in present day management. At present the ability to measure leadership is important for researchers. In present study researcher discuss about two types of leadership style. That is transformational leadership and transactional leadership. To measure the leadership style of the primary school head teachers is objective of this research. Standardized Leadership Practice Inventory (LPI) was used to measure leadership style of primary school Head teachers. The Head Teachers of primary school possess Transformational as well as Transactional leadership style is major finding of this research.

Keywords: *Leadership Style, Transformational leadership, Transactional leadership*

Leadership is an important aspect of management. Leadership is both a process and property. As a process focusing on what leaders actually do. As a property leadership is set of characteristics. Leaders are people who can influence the behaviors of subordinate. Leaders are people whom others accept as leader. Functions of leader are planning, briefing, controlling, evaluating, motivating, organizing and providing an example.

The present-day management leadership is complex task especially in the case of educational institutions. Social, economical and technological developments rapidly change educational environment. Increasing size and number of educational institutions are introducing new problems. The leadership continues to play a critical role in the operation and understanding of organization. Relationship between leader and subordinates is important Specially in educational institute. The criticality of management factors has been very well recognized in the reports of various commissions in the past as well as the National policy of the education.

At present the ability to measure leadership is important for researchers. Accurate assessment of leadership is also essential for developing individual capacities in leader. There is so many approaches of leadership in present day management. In present study researcher discuss about two types of leadership style. That is transformational leadership and transactional leadership.

¹Assistant Professor & Head, L. R. Valia Arts and P. R. Maheta Commerce College, Bhavnagar

*Corresponding Author

Received: April 4, 2023; Revision Received: May 03, 2023; Accepted: May 06, 2023

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The transactional leader is a maintainer. This type leader intensely stable the organization and they don't have little need for change. Transformational Leader has a different mental set. They use their knowledge and skill for work in internal and external environment. Mobilize old and new resources, and to respond present challenges and perceived future challenges. In the present-day situation, the transformational approach of leadership is desirable than transactional leadership. Vyas (2002) try to measure the leadership style of secondary schools head teacher. In present study researcher's effort was to find out the leadership style of the primary schools head teachers.

Objective of Study

To measure the leadership style of the primary school head teachers.

Hypothesis of Study

There will be no significant difference between mean score on the Transactional and transformational items of Leadership Practice Inventory (LPI) obtained by head teachers of primary school.

Delimitation of Study

The present study was limited to head teachers of Gujarati medium government primary schools situated in the Amreli District.

Significance of Study

The prime aims of this study are to measure the leadership style of primary school head teachers. Standardized Leadership Practice Inventory (LPI) was developed in Gujarati language by Vyas (2002) was used to measure leadership style of primary school Head teachers. The original English version of the LPI was developed by Posner and Kouzes (1993). The investigation contributes to current fund of knowledge about the leadership of primary school head teachers. This knowledge may be useful for the leadership training of primary schools head teacher.

Operational Definition of Terms

- **Transformational leadership:** The score on the items for transformational dimension of Leadership Practice Inventory (LPI) obtained by head teacher is called Transformational Leadership.
- **Transactional leadership:** The score on the items for Transactional dimension of Leadership Practice Inventory (LPI) obtained by head teacher is called Transformational Leadership.

Research Design

Population and Sample:

The population of present study was head teachers of Gujarati medium government primary schools situated in the Amreli District of Gujarat state. A representative sample of 22 Head teachers in the population was selected for the subject of the study. The subject were selected using random cluster sampling technique.

Tool:

A Leadership Practice Inventory (LPI) was developed in Gujarati language by Vyas (2002) was used to measure transformational and Transactional leadership style of primary school Head teachers. The original English version of the LPI was developed by Posner and Kouzes (1993). There were five dimension and 30 items in LPI.

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Method of Data collection

The LPI was administered to subjects selected in the sample. It was administered in normal situation by the investigator. No strict time limit was imposed during the administration of the test. General instruction was given in the beginning of the tool. The subjects attempted all the items for a task continuously.

Analysis of Data:

Scoring of the Responses:

In present study the LPI was administered to 22 Head teachers of primary school. There were five dimensions in LPI. Three dimensions related to transformational leadership and two dimensions related to transactional leadership. There were six items in each dimension of the LPI. Thus, there were 30 items in LPI. There were 18 items related to transformational leadership and 12 items related to transactional leadership. There were five ordered categories to each LPI items. (1,2,3,4,5 and 6). Researcher scored head teachers responses of LPI. Score ratio of transformational items of LPI and Transactional items of LPI were equalized. Then after Data file was prepared in Microsoft excel spreadsheet.

Testing of Hypothesis:

t-test was applied for hypothesis testing. MS Excel were used for calculation of above mentioned statistics. Table 1 shows the result of t- test.

Table 1 t - Value for Mean Score of LPI

Leadership style	Number	Mean	Std. Dev.	t
Transformational	22	89.13	8.14	0.60
Transactional	22	90.68	10.91	

Table 1 shows that t-ratio of the difference between the means for Transformational and Transactional Leadership style was not significant. The t- value is 0.60. Hence the null hypothesis of this study was not rejected. There will be not significance deference between mean score of Transformational and Transactional Leadership items of LPI of head teacher.

CONCLUSION

The conclusions of present study are as under.

1. The Head Teachers of primary school possess Transformational as well as Transactional leadership style.

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Acknowledgement

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Gohil, V.B. (2023). Leadership Style of Primary School Head Teachers. *International Journal of Indian Psychology*, 11(2), 776-779. DIP:18.01.080.2023 1102, DOI:10.25215/1102.080