

Impact of Value Conflict and Leadership Skills Among Indian Young Adults

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ABSTRACT

Background: Value conflict is a difference of opinion created by differences in long-held beliefs and world views. Leadership is the ability to inspire a team to achieve a certain goal. It's usually discussed in the context of business, but leadership is also how you, as an individual, choose to lead your life. *of leadership is empowering others to become effective leaders as well.* That's why many iconic leaders have mentors. they cite for their success. As one person begins to embrace their role as a leader, they inevitably connect with others who have already mastered the art of leadership. A visionary leader is far-sighted and driven and inspired by what a company can become. Visionary leaders work hard for the greater good and keep themselves updated with time and change. **Objective:** To study the gender differences, relationship between types of leadership, relationship between Leadership and value conflict among young adults. **Methodology:** The study focused on young adults, men and women, aged eighteen to twenty- five. **Result:** This research studies the relationship between Leadership and value conflict among the sample, and it was found that there was a significant correlation between the variables that is, Leadership and value conflict.

Keywords: Value Conflict, Leadership Skills, Indian Young Adults

Value conflict is a difference of opinion created by differences in long-held beliefs and word views. The conflict cannot be easily resolved with facts because the differences are belief- based and not fact-based.

Presented with logical and convincing arguments, people can be persuaded to change their opinions, but logic and persuasion are not effective for changing core values. From differences between individuals to differences between nations, value conflicts challenge the traditional methods of conflict resolution. One effective method of resolution is to appeal for agreement on a value that is prized more highly and ingrained more deeply than the one in dispute.

Evasion versus fortitude

Evasion is the deliberate avoidance of a task or situation that you are expected to handle. What they perceived as a dereliction of duty enraged a lot of people. The word fortitude,

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which comes from the Latin word fortis and means "strong," has always been used primarily to describe mental strength in English. For a period, the word was likewise used to imply "actual strength" Determination is mental and close to home strength in confronting trouble, misfortune, risk, or enticement boldly:

- Dependence versus self-reliance Dependence is a situation in which you constantly require something or someone, particularly to continue existing or functioning: Confidence is the capacity to rely upon yourself or your own capacities
- Narrow-mindedness versus Honesty: Narrow-mindedness is Concerned primarily or unnecessarily with oneself, and having little respect for other people. Being selfish is a state or quality; Although probity sounds like hitting someone with a knife, it actually refers to being morally and ethically above reproach, or having integrity.
- Love vs. Hate Hate is intense hostility and aversion, typically motivated by fear, rage, or a sense of harm. outrageous aversion or nausea: hatred and hostility. Strong affection that arises from personal or kinship ties is love. sexual lust-based attraction: sentiment of love and tenderness. love in light of reverence, generosity.
- Affirmation versus fear: Fear is a negative, frequently strong emotion brought on by anticipation or awareness of danger. an illustration of this feeling. a state characterized by this feeling. The act of asserting something or the assertion of something:
- Pragmatism versus idealism Pragmatism means thinking about or dealing with problems in a practical way, rather than by using theory or abstract principles. Idealism is the belief that your ideals can be achieved, frequently when this does not seem likely to others, ideas, or rules

The ability to motivate a group to achieve a particular objective is a hallmark of leadership. Although it is typically discussed in the context of business, leadership can also refer to how you choose to lead your own life. The meaning of initiative is to impact, move and help other people become the best version of themselves, assembling their abilities and accomplishing objectives enroute.

Leadership is not a sum-of-the-parts game. When one person uses their leadership abilities, it strengthens rather than reduces the opportunities for others to lead. This is due to the fact that empowering others to become effective leaders is the ultimate definition of leadership. Many famous leaders have mentors because of this. cite as reasons for their success. One person will unavoidably connect with others who have already mastered the art of leadership as they begin to embrace their role as a leader.

What is Leadership?

Qualities of a leader Integrity is a fundamental quality that every leader should have. If you lack integrity, you cannot succeed in any business. According to self-development author Brian Tracy, when he holds strategic business meetings, integrity is the first value on which all executives agree.

Innovative A leader who is innovative gives others the freedom to develop their ideas rather than being a creative genius with innovative concepts. There are always people who have great ideas but don't want to do anything or are afraid to. However, they do not include creative leaders.

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Creative individuals are generally open to novel thoughts and conversations. They pay attention to everybody effectively and furthermore rouse others to consider out the crate. They have an advantage over others because they are always looking for new ideas and creativity.

Qualities of Leader

Integrity

Being honest is one of the most important qualities for leadership. Genuineness is supposed from pioneers to earn trust and regard from individuals for unwavering quality. Besides, we look upto individuals who are faithful to their words and are responsible. Therefore, honesty is the most prized quality in a leader, whether in business or in general.

Innovative

When it comes to leadership, active listening is an excellent quality to possess. Sincere and attentive listening is essential in a leader. It assists them with figuring out individuals and their points of view. **Active listening** fosters relationships and trust. Great pioneers speak with care, center around the individual and the message; They acknowledge what is being said without interrupting. And the world requires that; leaders who pay attention to their staff. This ability is not easy to acquire; To respect the thoughts of others, self-awareness and humility are required.

Self-confidence; Consequently, they are aware of their leadership abilities and competencies. They are certain of their abilities as leaders and competencies. They are self-assured, have high self-esteem, and most importantly, they believe they can change the world. As Rosalynn Carter properly said, 'You must have trust in your capacity and be adequately extreme to see everything through to completion. 'Leadership requires self-assurance because it enables them to take chances, accomplish goals, and soar. Leaders of organizations take responsibility for themselves and march with optimism and confidence. It enables them to resolve conflicts and organizational issues immediately and make decisions. Without passing on problems, ignoring them, or putting them off, effective leaders take full responsibility and act quickly.

Visionary

A pioneer ought to be Visionary and have more prescience than a representative. Jack Ma A visionary leader is farsighted and motivated by the potential of a company. Visionary pioneers really buckle down for everyone's benefit and keep themselves refreshed with time and change. A visionary leader perseveres to achieve a vision for the future and keeps everyone invested in the process. A visionary leader is not afraid to take chances and make unexpected choices.

Strong Communicator

The key to effective leadership is effective communication. A good leader knows how to get his point across. They are great speakers and impart to get his/her work done. They are gentle; They choose expressions and words that fit the situation and allow others to express themselves. They know how important it is to be able to communicate effectively. They are very aware and learn from the actions of other people, which gives them a deep understanding of the complexities of people.

Delegation

The capacity to designate really is a decent initiative quality. A competent leader who is adept at managing delegation effectively and making the most of it. To get the most out of team performance and productivity, delegation is essential. Additionally, leaders are the busiest individuals in any organization. As a result, knowing when and how to delegate frees up time for them to focus on their most pressing tasks. Additionally, a fundamental element to note here is that the capacity to appoint doesn't restrict to designating undertakings to other people. It also entails knowing and comprehending who possesses the necessary expertise and skills to complete the task. To save time and avoid future difficulties, mindful delegation is essential.

Decision-making Skill

Great pioneers are definitive and know how to help the association, representatives, partners, and clients. You wouldn't ever think of a leader who was unsure and unclear. Great pioneers know about the reality of how their choices can represent the deciding moment organizations. They assess a given situation numerous a period prior to reaching any resolution. Before they make any announcements, they gather the necessary information. Likewise, they don't really accept that reports yet look at a circumstance or an issue themselves prior to going with a choice.

Problem-Solving Skills: Leadership roles include more than just management and delegation. Today for any business chiefs, the range of authority obligations have developed. In order for an organization to function properly, leaders need to be able to solve problems and have an eye for analyzing the situation in order to make better decisions. Effective leadership necessitates the ability to solve problems. This natural ability to address issues is possessed by effective leaders. They have the capability of defining and identifying issues. Make the investigation, use information, and impart to settle the issues. Any leader must develop strong problem-solving skills in order to break down barriers. By using R&R, you can make your workplace the best it can be for all of your employees. Get our FREE Guide to Rewards & Recognition.

Fair attitude Everyone has their own biases. They stand out from the crowd by being able to think and act outside of this loop. One of the reasons why most leaders fail to rise to greater heights is due to these biases. Employees and the organization's procedures are treated fairly by good leaders. They always make room for everyone to flourish together and acknowledge the positive aspects. They comprehend that nothing huge has at any point been accomplished with a demeanor that is unjustifiable and one-sided. Even if it does, the outcome's long-term viability is always in doubt. Great pioneers keep predispositions and injustice through of the window and make a culture that doesn't advance or recognize this mentality.

Inquisitiveness: Have you ever listened to great leaders talk about their experiences and stories in Ted talks? I take it you have. In the event that you haven't, I suggest you make it happen. You would acknowledge how educated and inquisitive these pioneers are. Moreover, their constant readiness to acquire new knowledge. Unique and provocative are their ideas, perceptions, and thoughts. This is due to their lifelong curiosity and inquisitiveness. They keep themselves invested in a variety of interests. They are open to expanding their spectrum through science, art, and technology. Moreover, the entire world's expertise. They acquire a rational and upbeat attitude toward any challenges as a result of this quality.

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Leadership Skills are the qualities and capacities people exhibit that assistance to regulate processes, guide drives and steer their representatives toward the accomplishment of objectives.

In order to position executives to make thoughtful decisions about the mission and goals of their organization and to appropriately allocate resources to achieve those directives, leadership skills are an essential component. The capacity to effectively delegate, inspire, and communicate are valuable leadership skills. Honesty, confidence, dedication, creativity, and other leadership qualities include

These leadership qualities include the following:

- Effective communication skills;
- Ability to inspire others;
- Perseverance and optimism;
- Creativity and the ability to solve problems;
- Ability to provide feedback to encourage growth and learning;
- Coaching skills to empower team members;
- Organizational skills to effectively plan and manage resources;
- The capacity to learn and remain open-minded

Six components of the leadership effectiveness scale were carefully examined as characteristics of a leader. The following were the areas covered by the tools and their descriptions:

a) Interpersonal Relations: The leader's interpersonal relationships were the primary focus of this section. The assertions included under this area were connected with the capacity of the administrators or head educators on giving bearings to exercises to the individuals from staffs, giving appropriate direction to the school staff individuals, and the fitness to separate among great and awful in staffs and in their exercises. The last apparatus contained 16 proclamations around here of which 13 explanations were positive and 3 articulations were negative.

b) Intellectual Operations: The leader's adaptability and versatility were mentioned in this part. In addition, it measures the leader's capacity for adjusting to changes and contradictory demands. This section's statements dealt with problem analysis, decisiveness, responsibility, and employing expedient approaches to group problem solving. This section contained a total of 13 statements, 11 of which were positive and two of which were negative.

c) Emotional and Behavioural stability: This was related to the leaders' practical behavior on a regular basis in order to maintain smooth interactions with staff members. If a leader wants to ensure that a group runs smoothly and without hiccups, he or she must have this skill. To display successful initiative, the pioneer ought to have unsurprising way of behaving and profound security. The statements in this section were about the leader's ability to deal with the situation calmly, with self-assurance, steadfastness, and consistency in both words and deeds. This section contained 11 statements, three of which were positive and eight of which were negative.

d) Moral and ethical Strength: This section focused on the individual's role in achieving the organization's or institution's goals as well as their moral and ethical commitment to

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doing so. They should be portrayed by the leader as a performance model for the teachers. The members are given the opportunity to experiment with novel forms of valuable deeds thanks in large part to this. The statements in this section discussed the moral and ethical choices made by principals when accepting or rejecting a teacher's mistakes, group welfare, or issues. This section contained 19 statements, 11 of which were affirmative and eight of which were derogatory.

e) Adequacy of Communication: It would appear that this area is an essential component for effective leadership. The pioneer who ended up being ineffective to keep channels of correspondence less open on a mounting matter will find that following can't grasp the necessity for a fussy course of achievement. These incorporate assertions relating to capacity of the head educators in getting, administration, keeping up with and spreading the data. There were 11 statements in this, with three positive and eight negative.

f) Operation as a Citizen: This aspect is related to the ability of the organization's leader to improve relations with the public, involve the community in day-to-day decisions and measures for the organization's growth, and increase parents' and society's involvement in the success of education. A sum of

REVIEW OF LITERATURE

Day, D. V., Fleenor and et al (2014) Researchers examined the theoretical and empirical research on leadership and leadership development that has been published in *The Leadership Quarterly* over the past 25 years. The systematic study of leadership development, which is broadly defined to include leader development, has a moderately short history in comparison to the relatively long history of leadership research and theory. We review longitudinal studies of leadership development, examine methodological and analytical issues in leader and leadership development research, describe how development emerges with an emphasis on multi-source or 360-degree feedback processes, and examine intrapersonal and interpersonal issues related to the phenomena that develop during the pursuit of effective leadership. The study of leader and leadership development as well as future research directions are also discussed. In all kinds of organizations, the development of effective leaders and leadership behavior are major concerns.

Lyons, S., & Kuron, L. (2014). Researchers examined the generational differences in the workplace have become a popular topic, resulting in a large number of articles, book chapters, and books. The research on generational differences in a variety of work-related variables, such as personality, work values, work attitudes, leadership, teamwork, work-life balance, and career patterns, is critically reviewed, its strengths and weaknesses are evaluated, and recommendations for future research and theory are provided. According to our review, the increasing body of research, particularly in the last five years, focuses primarily on descriptive rather than theoretical exploration of the generation construct. The fragmented, contradictory, and methodologically inconsistent evidence to date makes it challenging to draw generalizations. Cross-sectional, time-lag, and cross-temporal meta-analyses yield sufficient "proof of concept" for generation as a workplace variable; however, additional theoretical and qualitative research is required to flesh out mediators and moderators in the relationship between generation and work-related variables. In conclusion, we make the case for a theoretically and more nuanced research agenda that views generation as a social force in organizations as opposed to just a demographic variable.

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Parry, E., & Urwin, P. (2013) researchers found that the theory that there are differences in work values between generations is critically examined in this paper, along with its theoretical foundation and empirical support. Although sociological theory provides a solid foundation for the concept of generations, academic empirical evidence for generational differences in work values is, at best, mixed. Many studies fail to identify the predicted differences in work values, and those that do fail to differentiate between "generation" and "age" as potential drivers of these observed differences. In addition, the empirical literature is plagued by methodological limitations due to the majority of studies employing cross-sectional research designs, a lack of consideration for differences in national context, gender, and ethnicity, and confusion regarding the definition of a generation as opposed to a cohort.

Redpath, S. M., Young, J and et al (2013), A., Researchers think that Conflicts involving conservation need to be managed to minimize their impact on biodiversity, human livelihoods, and well-being. Conflicts involving conservation are on the rise. Here, we look at strategies and case studies that show how difficult it is to manage long-term, dynamic conflicts. A clear goal, a transparent evidence base, and an awareness of trade-offs are necessary for conflict management. Parties must recognize problems as shared ones. We hypothesize that when conservationists put their own interests ahead of those of others, the results of conservation will be less long-lasting. Better integration of the underlying social context with the material impacts and evaluation of the efficacy of alternative conflict management strategies will enhance effective conflict management and long-term conservation benefits.

Hillman, D. R. (2014) researchers worked on emotions and conflict aspects and domains. The argument is that conflict literature has not studied emotions as much as it should have, and vice versa. The paper identifies new research directions for researchers working in the fields of conflict and emotions based on a literature review. In the literature on emotions and conflict, the connection between emotions and conflict has received little attention. An understanding of the role that emotions play during a conflict and how it can be resolved is provided. The two streams' potential connections and future research directions are discussed.

Miller, C. W.& et al (2015) Researchers found that organizational issues have arisen as a result of increased conflict between the four generations currently working in the workplace. This study's conclusion is that researchers who study age-related life stages and birth-year cohorts provide substantial scholarly evidence that can be used to ascertain the "why and how" of the effect that generational differences in work-value have on employee productivity. Conflict caused by generational differences in work-value is significantly linked to cohorts of generations.

Christen, M., Gordijn (2015) Researchers found and researched on difficult-to- resolve interpersonal conflicts is summarized and integrated in our review. Conflicts between people can have a negative impact on families, individual health, teamwork, and relationships between people of different cultures, according to research. As a result, we require improved comprehension of prolonged disputes. We focus on two programs of research that are directly related to interpersonal conflict—serial arguments and persistent issues—as well as a third field of study that takes a macro approach to studying intractable conflict. An integrative framework that combines aspects of the three approaches identifies nine research-worthy questions.

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Fitzpatrick, R. L (2016) Researchers found that new value conflicts arise as a result of social media use. As a public organization, the police force is directly confronted by these changes. However, there is no systematic understanding of these conflicts or the used coping mechanisms in daily police practice. By combining the literature on value conflicts and social media use in the public sector with a case study of the Dutch police, this article provides an explorative understanding of the value conflicts and coping strategies in the police force. First, the empirical findings demonstrate a growing focus on conflicts arising from the values that are deeply ingrained in social media use. These conflicts include those arising between participation and efficiency, as well as between transparency and lawfulness. Second, the research reveals that the police frequently employ a conservative coping strategy to deal with these rapid changes, despite the expectation of dynamic coping strategies.

Cumberland, D. M (2016) Researchers conducted a review of the empirical literature on personality, leadership, and organizational effectiveness. First, leadership is a real, hugely consequential phenomenon and possibly the most pressing human sciences issue. Second, the performance of teams, groups, and organizations is the focus of leadership. Effective team and group performance is enhanced by effective leadership, which in turn improves incumbents' well-being; Everyone whose lives are impacted by bad leadership suffer from diminished quality of life. Thirdly, personality predicts leadership—how we lead is a reflection of who we are—and this information can be used to select future leaders or boost their performance.

KIRCHNER, M. J., & Akdere (2016) Researchers found that from their research that organization's goal is to improve its performance in order to survive and preserve its identity. To remain highly competitive in their respective markets, businesses must constantly improve their performance. Effective leadership and ethical leadership are two of the most important reasons to improve an organization's performance today. Therefore, it is essential to comprehend the connections that exist between the effectiveness of leadership, organizational performance, and ethical leadership. As a result, a significant literature review of ethical leadership, leadership effectiveness, and organizational performance is presented in this article. The author went over the connection between those three variables toward the end.

Hogan, R., & Kaiser, R. B. (2017) Our understanding of leadership is biased toward adults' leadership experiences. The literature on school children's and young adults' experiences with leadership is lacking. During this crucial time, young people develop models of leadership and experience their first formal organization at school. Through electronic databases, the following studies on leadership development programs for young adults were identified in the current review: Science Direct, PubMed, and Scopus. Nine studies met all inclusion requirements and were examined in relation to; selection, content, results, and theoretical foundations. There was a lot of variation in the methods used. The key research questions that need to be answered in subsequent studies are presented in the review.

Rationale:

The goal of this research was to see impact of Value conflict and leadership skills among Indian young adults. It was hypothesized that there would be a significant difference between male and female scores of value conflict and leadership skills.

METHODOLOGY

Aim

To study the relationship between Value CONFLICT AND LEADERSHIP SKILLS among college going young adults.

Objectives

- To study the difference of value conflicts on leadership skills among young adults.
- To study the gender difference of value conflict and leadership skills among young adults
- To study the impacts of value conflict on leadership skills among young adults.

Variables

- **Value conflict** - Value conflict is a difference of opinion created by differences in long-held beliefs and word views
- **Leadership skills** - Leadership skills are the abilities to motivate teams, delegate responsibilities, respond to feedback and solve problems
- **Young adult** - A young adult is generally a person ranging in age from their late teens or early twenties to their thirties.

Hypothesis

- **H1: There will be significant relationship between Value conflict and leadership skills.** among college-going young adults.
- **H2: there will be a significant difference between male and female on the variable value conflict and leadership skills**
- **H3: There will be significant impact of value conflicts on leadership skills.** among college-going young adults

Sample

Young adults (n= 100; 18-25), male (n= 50) and female (n=50) were recruited through online postings (i.e., Instagram, WhatsApp and telegram), (because of the ongoing pandemic in person appeals were not made) from India's capital, Delhi.

Inclusive study

-18-25 age

Description of Tools

- **Value conflict scale** - This scale consists of 24 items. This scale is intended to measure six dichotomous modes of value, conflicts namely evasion vs. fortitude, dependence vs. self- reliance, hate vs love,
- **Leadership Effectiveness Scale** - The Leadership Effectiveness Scale that Day and Sin (a) developed measures the effectiveness that leadership exhibits in differing roles and processes and the way the leaders develop (1). In particular, this instrument was designed with an aim of measuring the effectiveness that leaders exhibited after receiving some form of leadership development intervention.

Procedure

Participants filled out the questionnaires for this report, which looked at gender gaps in mindfulness and positive and negative affect. Because of the current pandemic, data are collected electronically through Google Formats. Before the participants were invited to

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participate in the study, they had to give their consent. Students were also asked to include demographic information such as their name (optional), age, and gender. Participants were also told that their comments would be kept private and used only for the purpose of study. There were no correct or incorrect answers, according to the participants

Statistical Analysis:

Expost facto analysis was done using descriptive and inferential statistic

ANALYSIS OF RESULTS

Table 1 Group statistics

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
Leadership	Female	51	259.1373	34.69987	4.85895
	Male	50	249.6200	18.26214	2.58266
Value	Female	51	75.2549	6.62674	.92793
	Male	50	23.2600	3.59597	.50855

Table.1 represents the group statistics. Young adults (n= 100; 18-25), male (n= 51) and female (n=49) were recruited through online postings and offline collection as well. (i.e., Instagram, WhatsApp and telegram), (from India's capital, Delhi. In Leadership, the mean for females (X= 259.13) was higher than mean of males (X=249.62). In Value Conflict, the mean for females (X= 75.25) was higher than mean of males (X=23.26).

Table 2 Independent sample parametric test between males and females across normally distributed variables

t-test

	T	df	Sig. (2-tailed)
Leadership	1.720	99	.089
	1.730	76.049	.088
Value	48.871	99	.000
	49.138	77.419	.000

Table two indicates the t statistics males and females for the aspects which were normally distributed. Difference in level of value conflict between males and females was significant. (t=-.00, p> 0.01, 0.05). Difference in level of Leadership between males and females was also significant. (t=-.089, p>0.01, 0.05).

Table 3 Correlation

Correlations			
		Leadership	Value
Leadership	Pearson Correlation	1	.224*
	Sig. (2-tailed)		.024
	N	101	101
Value	Pearson Correlation	.224*	1
	Sig. (2-tailed)	.024	
	N	101	101

*. Correlation is significant at the 0.05 level (2-tailed).

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Table 3 indicates the correlation between both the variables, i.e., value conflict and leadership. It was found that there was significant and positive relationship between value conflict and leadership, the Pearson correlation here was 0.024(r) which is significant at 0.01($p < 0.01, 0.05$).

Table 4 Table showing Regression

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.224 ^a	.050	.041	26.11238

a. Predictors: (Constant), Leadership

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3581.460	1	3581.460	5.253	.024 ^b
	Residual	67503.768	99	681.856		
	Total	71085.228	100			

a. Dependent Variable: Value
b. Predictors: (Constant), Leadership

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4.715	23.804		-.198	.843
	Leadership	.213	.093	.224	2.292	.024

a. Dependent Variable: Value

DISCUSSION

The present aimed to investigate whether there is a relationship between value conflict and leadership skills among college-going young adults. Along with this it also aimed to find out the difference between gender (male and female) among the variable value conflict and leadership skills, present research sees the impact of value conflicts on leadership skills among college-going young adults. Data was collected from the desired population and was analysed using Pearson bi-variate correlation, independent samples t-test and Linear Regression.

According to hypothesis 1, there will be a significant relationship between value conflict and leadership skills among college-going young adults. Results revealed there is a significant positive correlation between these two variables ($r = 0.224^*$, $p = .024$). This was in contradiction to the previous findings. There no correlation found between leadership behaviour and value conflict but have said However, honesty is the most prized trait among leaders (Prada- Ospina, Zarate-Torres & Rey, 2020). The supportive study done by Alnajjar, Hashish (2022) explore how their leadership style relates to how they handle disagreements. 250 students in their third and fourth years of nursing school at a Saudi Arabian university participated in a descriptive correlational study. The Rahim Organisational Conflict Inventory- II and the Leadership Styles Questionnaire were filled out by the participants. We performed correlation and regression analysis in addition to descriptive statistics. The majority of respondents preferred a democratic leadership style and an integrative approach

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to conflict resolution, whereas the minority preferred a laissez-faire leadership style and a dominant approach. Participants' leadership styles significantly correlated positively with their conflict management styles. Regression research revealed that leadership styles—particularly democratic and autocratic styles—explained 30% of the variation in how people dealt with conflicts. It's safe to say Clinical decision-making relies heavily on leadership skills, and a leader's management style can influence how conflicts are handled.

Hypothesis H2 suggested that there will be a significant difference between male and female on the variable value conflicts and leadership style. According to the results, there was a significant difference among the variable value conflict when compare the gender ($t= 48.8$, $p=0.00$) whereas no significant difference was found on the variable leadership style. According to previous researches (Blackburn,2020) women have a tendency to portray a style that is more relational, whereas men have an inclination to present a form that is more assertive and challenge-oriented. According to Babiak & Bajcar, 2019 purposes of which is to investigate gender differences in various leadership styles. The participants evaluated their own leadership styles, which included structuring, autocratic, participative, Machiavellian, rewarding, and remote forms of management. According to the findings, women have a tendency to regard themselves as more task-oriented and less relation-oriented than men do. This contradicts the traditional idea of women's management styles as being more relation-oriented. Male executives tend to view their own management methods as being Machiavellian and emotionally distant. There were no discernible differences between men and women when it came to autocratic, rewarding, or participatory types of leadership. In a second study with 516 individuals, the researchers looked at whether there are gender variations in harmful leadership styles. According to the findings of this research project, men greatly outperformed women when it came to damaging leadership styles. Both studies found, in general, that males engage in destructive patterns of leadership behaviour to a greater level than women do.

Thirdly it was hypothesised that there will be a significant impact of value conflicts on leadership skills among college going young adults. Findings revealed value conflicts significantly predicts the leadership skills. Within the scope of this investigation, a meta-analysis was carried out (Erzen & Armagan,2015) for the purpose of determining the magnitude of the influence that leadership has on the resolution of conflicts. According to the findings, there is a discernible connection between effective leadership and effective conflict management. However, the level of influence that has been identified is quite minimal. Because it is likely that leaders playing a constructive role will ensure that a group of followers joins under a single objective by resolving and preventing conflict or by being the originator of conflict, there is likely to be a significant impact of leadership on the management of conflict. A significant impact on conflict management is to be expected. It is possible to find a leader who chooses to intervene in a manner that exacerbates the conflict, while other leaders may opt to find solutions to difficulties using consensus. When this environment is taken into consideration, the significant impact that a leader has on the management of conflicts is an outcome that is to be expected.

Implication

The current findings add to research on value conflict and leadership skills. In particular, this research demonstrates the differences in value conflict and leadership skills among Indian young adult men and women. This study can be used in the college and cooperates, for assessing of different types of leadership and value Impact. And also, how the value conflict

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impact leadership quality and its impact on individual and workplace. This research can also be used in the group or corporate setting.

Suggestion

If we expand our sample size while covering more inclusive area result can be bit more elaborate and inclusive of more possibilities

Limitations

Since all of the participants in this research were from Delhi, the conclusions and results of the study do not extend to the rest of India. Researchers propose that additional methods be used in subsequent experiments for more accurate results. Another thing to consider is having a larger number of participants, when the sample only had 100.

SUMMARY AND CONCLUSIONS

Leadership is the ability to inspire a team to achieve a certain goal. It's usually discussed in the context of business, but leadership is also how you, as an individual, choose to lead your life. The definition of leadership is to influence, inspire and help others become their best selves, building their skills and achieving goals along the way and **Value conflict is a difference of opinion created by differences in long- held beliefs and word views.**

In Hypothesis 1, This was in contradiction in findings. There no correlation found between leadership behaviour and value conflict but have said However, honesty is the most prized trait among leaders. In Hypothesis 2 there is no significant difference was found on the variable leadership style. In Hypothesis 3 there is a discernible connection between effective leadership and effective conflict management.

It also aimed to find out the difference between gender (male and female) among the variable value conflict and leadership skills, present research sees the impact of value conflicts on leadership skills among college-going young adults. (Erzen & Armagan,2015) for the purpose of determining the magnitude of the influence that leadership has on the resolution of conflicts. According to the findings, there is a discernible connection between effective leadership and effective conflict management. However, the level of influence that has been identified is quite minimal. Because it is likely that leaders playing a constructive role will ensure that a group of followers joins under a single objective by resolving and preventing conflict or by being the originator of conflict, there is likely to be a significant impact of leadership on the management of conflict.

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Conflict of Interest

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