

A COMPARISON OF LEADERSHIP BEHAVIOUR OF INTER-UNIVERSITY AND ALL INDIA LEVEL FEMALE VOLLEYBALL PLAYERS

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ABSTRACT

The purpose of the study was to analyse and compare the leadership behaviour of inter-university and All India level women's Volleyball players. For this purpose, one hundred (Inter-university level =64, All India level=36) women volleyball players representing their respective university in East zone Inter-university and All India Inter-university Volleyball competitions held in Pt. Ravi Shanker University, Raipur 2009-2010 were selected to serve as subjects for this study. Leadership Scale for Sports developed by P. Chelladurai (1994) was selected as a criterion tool to measure preferred behaviour preferences of inter-university level athletes of different individual games. Means, standard deviations, one way analysis of variance and t-ratio on five dimensions of preferred leader behaviour with all the subjects were computed. The results of the study revealed that inter-university and All India level women volleyball players exhibited different preferences on five dimensions of leader behaviour. Inter-university level women volleyball players preferred their coaches more on training and instruction followed by Positive feedback, democratic behaviour social support, and autocratic behaviour dimensions. Where as, the All India level women volleyball players preferred their coaches more on training and instruction followed by positive feedback, democratic behaviour, social support and autocratic behaviour) dimensions. Women volleyball players of both levels had similarity in Training and instruction and autocratic behaviour.

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INTRODUCTION

In the modern age of scientific knowledge, man is, making rapid progress in all walks of life including that of sports and games. The progress in sports and games may be attributed to the scientific investigations for the better performance of sportsmen and sportswomen, improved scientific and specific training methods and also to the better understanding of the human organism.

The leader is required to be have in certain ways by the demand and constraints placed by the demand and member's preferences for specific leader behaviours are largely a function of the individual characteristics of the group members. Personality variables such as need for achievement, need for affiliation, cognitive structure and competence in the task influence a members performances for coaching and guidance, social support and feed back. In addition the situation characteristics also affect member's preferences. For example, if there is an organisational expectation, which a leader will behave in a specific manner, this expectation is held jointly by both leaders and members (Singer, Murphy & Tennat, 1993).

The participation in sports contributes to building up self confidence, enhance intellectual level. personality development a no. out going tendency or extraversion as such proficiency leads to enhanced success in sports activities is highly valued in one's group (Simon, 1964).

Success in athletics seems to be dependent in part on psychological status and traits. The use of an athlete's personality profile, in concern with knowledge of their past experience, coach's rating, anatomic and physiological characteristics and so one can enhance the accuracy of prediction in a number of sports (Morgan, 1986).

REVIEW OF RELATED LITERATURE

Terry and Howe(1984) also reported that team sports athletes preferred significantly more training and instruction, autocratic behaviour, and positive feedback, but less democratic behaviour and social support, than individual sports athletes. Lee and Lee (1993) found that these groups differed among themselves in all dimensions except in preferred training and instruction. In general, the combative sports athletes preferred and perceived more autocratic, social support, and positive feedback behaviours from their coaches than did the other groups, individual sports athletes preferred and perceived more democratic behaviour from their coaches than did the other two groups. Riemer and Chelladurai (1995) showed that defensive players preferred and perceived greater amounts of democratic behaviour, autocratic behaviour, and social support than did offensive players. Sherman and Fuller (2000) revealed an overwhelmingly high level of similarity in the coaching preferences between all athletes regardless of gender. Athletes from all three sports indicated that positive feedback, training and instruction and democratic behavior were preferred coaching behaviors. Social support, and autocratic behavior were not preferred. Loughhead and Hardy (2004) indicated that coaches exhibited training and instruction and autocratic behaviors to a greater extent than peer leaders. Conversely, peer leaders exhibited more social support, positive feedback, and democratic behaviors than coaches.

The Purpose of the study was to analyse and compare the leadership behaviour of inter-university and All India level women's Volleyball players. It was hypothesized that

significant differences in their leadership preferences may exist among Inter-university & All India Inter-university level women volleyball players.

METHODOLOGY

Subjects

One hundred (Inter-university level =64, All India level=36)) women volleyball players representing their respective university in East zone Inter-university and All India Inter-university Volleyball competitions held in Pt. Ravi Shanker University, Raipur 2009-2010 were selected to serve as subjects for this study. The subjects were in age ranged from 19 to 24 years. The subjects were selected randomly from amongst the East zone Inter-university Volleyball competition who could not qualified for the All Inter-university women Volleyball Competition.

Instrumentation

Leadership Scale for Sports developed by P. Chelladurai (1994) was selected as a criterion tool to measure preferred behaviour preferences of inter-university level athletes of different individual games. The Leadership Scale for Sports (L.S.S.) is a valid and reliable instrument. The scale consists of 40 items for athlete's perception of coach's behaviour and 40 items for preference version representing five dimensions of leadership behaviour i.e. training and instruction, democratic behaviour, autocratic behaviour, social supports and positive feedback (Rewarding behaviour). The scale had test-retest reliability 0.72 for training behaviour, 0.82 for democratic behaviour, 0.76 for autocratic behaviour, 0.71 for social supports, and 0.79 for positive feedback.

Administration of Questionnaire

The necessary permission from the organizing secretary of. All India and East zone Inter-university women volleyball Competitions was obtained by the research scholar to conduct this study on women volleyball players during competitions held during the session 2009-2010 in Pt. Ravi Shanker University, Raipur (CG).

The coaches and subjects were contacted at the site competition personally and their sincere cooperation was solicited. Necessary instructions were given to the subjects before the administration of each test. Confidentiality of responses was guaranteed so that the subjects would not camouflage their real feelings. No time limit for filling the questionnaire was set but subjects were made to respond as quickly as possible. As soon as a group of players completed the questionnaire, it was collected from the athletes and verified that no questionnaire was left without being answered.

RESULTS AND DISCUSSION

To assess the preferences on five dimensions of leader behaviour of East zone Inter-university and All India level women volleyball players, mean and standard deviation, one way analysis of variance and t-ratio on five dimensions of preferred

leader behaviour with all the subjects were computed and data pertaining to this have been presented in Table 1 to 6.

TABELE 1

DESCRIPTIVE STATISTICS OF PREFERENCES ON FIVE DIMENSIONS OF LEADER BEHAVIOUR OF INTER-UNIVERSITY AND ALL INDIA LEVEL WOMEN VOLLEYBALL PLAYERS

S.N0.	Leader Behaviour Dimensions	Inter-university level		All India level	
		M	SD	M	SD
1.	Training & Instruction	4.287	0.399	4.476	0.455
2.	Democratic Behaviour	3.971	0.544	3.678	0.523
3.	Autocratic Behaviour	3.238	0.893	2.950	0.816
4.	Social Support	3.985	0.525	3.495	0.594
5.	Positive Feedback	4.006	0.985	4.404	0.593

The mean scores of five dimensions of leader behaviour as preferred by East zone Inter-university and All India level women volleyball players have been depicted in figures 1 to 5.

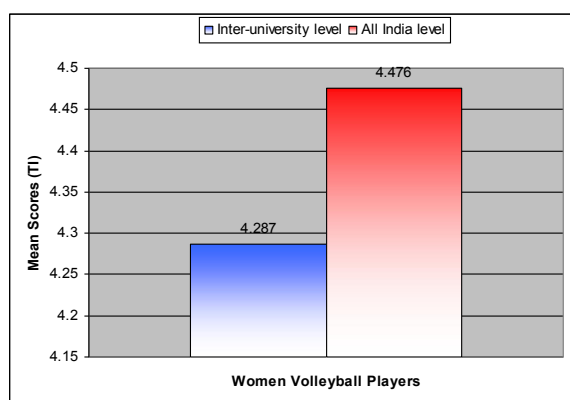


Fig. 1: Mean Scores of Inter-university and All India Level Women Volleyball Players on Democratic Behaviour Dimension of preferred Leadership

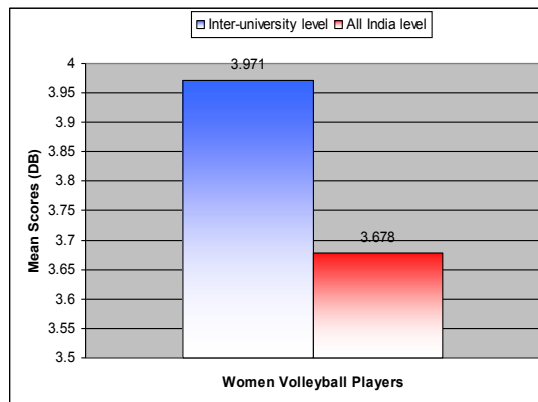


Fig. 2: Mean Scores of Inter-university and All India Level Women Volleyball Players on Training and Instruction Dimension of preferred Leadership.

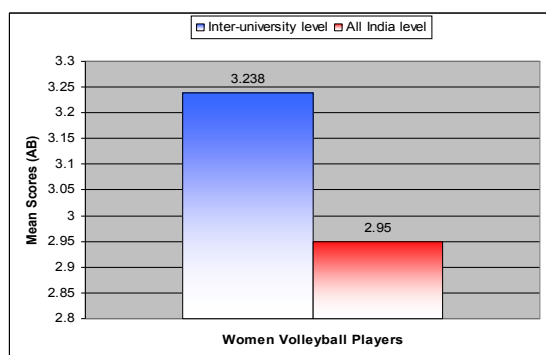


Fig. 3: Mean Scores of Inter-university and All India Level Women Volleyball Players on Autocratic Behaviour Dimension of preferred Leadership Behaviour.

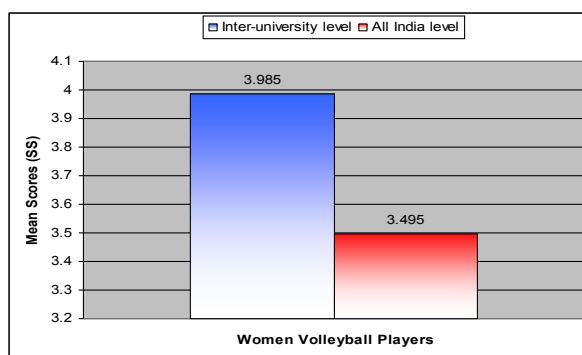


Fig. 4: Mean Scores of Inter-university and All India Level Women Volleyball Players on Social Supports Dimension of preferred Leadership Behaviour.

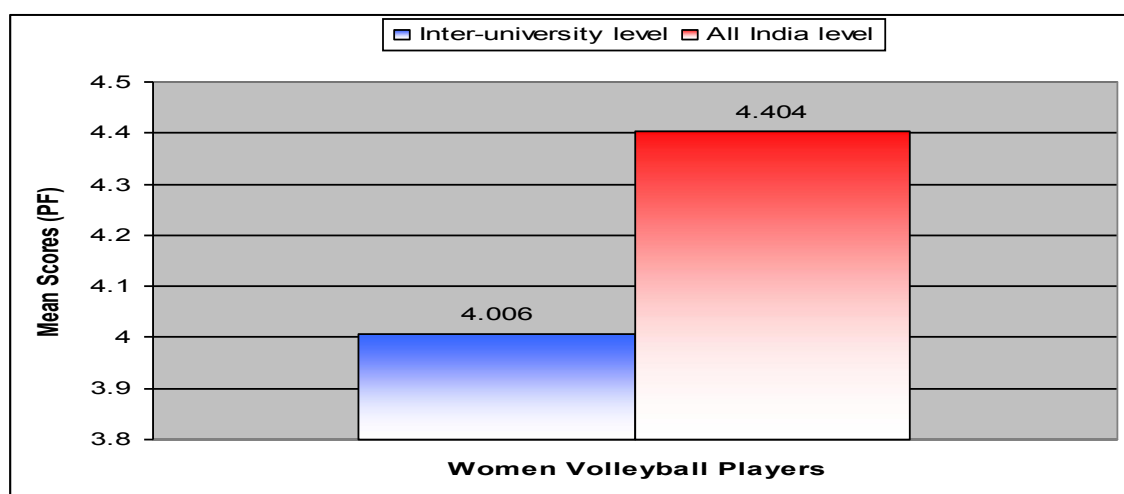


Fig. 5: Mean Scores of Inter-university and All India Level Women Volleyball Players on Positive Feedback Dimension of preferred Leadership Behaviour.

TABELE 2

ANALYSIS OF VARIANCE FOR PREFERRED LEADERSHIP OF INTER-UNIVERSITY LEVEL WOMEN VOLLEYBALL PLAYRS

Source of Variance	df	Sum of Squares	Mean Square	F-ratio
Between Groups	4	47.19	11.79	
Within Groups	315	157.43	0.50	23.61*
Total	319	204.62		

*Significant at .05 level., $F_{.05}(4,315) = 2.40$.

From Table 2, It is evident that the statistically significant difference existed among inter-university level women Volleyball players on preferred leadership, as the obtained F-value of 23.61 was much higher than the required $F_{.05}(4, 315) = 2.40$.

As the F-ratio was found to be significant, Scheffe's Test of Post-hoc comparison was applied to study the significance of differences among Inter-university level women

Volleyball players on five dimensions of leader behaviour of preferred leadership and the data pertaining to this have been presented in Table 3.

TABLE 3

SIGNIFICANCE OF DIFFERENCES AMONG INTER-UNIVERSITY LEVEL WOMEN VOLLEYBALL PLAYERS BETWEEN ORDERED PAIRED MEANS ON FIVE DIMENSIONS OF PREFERRED LEADERSHIP

T I	DB	AB	SS	PF	Paired mean difference	Confidence Interval (C. I.)
4.287	3.971	-	-	-	0.457*	0.443
4.287	-	3.328	-	-	1.190*	
4.287	-	-	3.985	-	0.444*	
4.287	-	-	-	4.006	0.422	
-	3.971	3.328	-	-	0.733*	
-	3.971	-	3.985	-	0.014	
-	3.971	-	-	4.006	0.035	
-	-	3.328	3.985	-	0.746*	
-	-	3.328	-	4.006	0.768*	
-	-	-	3.985	4.006	0.021	

*Significant at .05 level.

It is quite obvious from the table 3, that there were significant differences on preferred leadership among Inter-university level women Volleyball players between training and instruction -democratic behaviour followed by autocratic behaviour, and social supports; democratic behaviour - autocratic behaviour; autocratic behaviour- social support followed by positive feedback, as the paired mean differences of 0.457, 1.19, 0.444, 0.733, 0.746 and 0.768 respectively were higher than the confidence interval (C.I.) of 0.443. But the mean differences between training and instruction- positive feedback; democratic behaviour - social support followed by positive feedback and social support - positive feedback respectively were not significant at 0.05 level, as the confidence interval of 0.443 was higher than the mean differences.

TABELE 4

ANALYSIS OF VARIANCE FOR PREFERRED LEADERSHIP OF ALL INDIA LEVEL WOMEN VOLLEYBALL PLAYERS

Source of Variance	df	Sum of Squares	Mean Square	F-ratio
Between Groups	4	50.48	14.87	
Within Groups	175	64.77	0.37	40.18*
Total	179	124.45		

*Significant at .05 level., $F_{.05}(4, 175) = 3.04$.

From Table 4, It is evident that the statistically significant difference existed among All India level Volleyball players on preferred leadership was very high as the obtained F-value of 40.18 was much higher than the required $F_{.05}(4, 175) = 3.04$.

As the F-ratio was found to be significant, Scheffe's Test of Post-hoc comparison was applied to study the significance of differences among All India level women Volleyball players on five dimensions of leader behaviour of preferred leadership and the data pertaining to this have been presented in Table 5.

TABLE 5

SIGNIFICANCE OF DIFFERENCES AMONG ALL INDIA LEVEL WOMEN VOLLEYBALL PLAYERS BETWEEN ORDERED PAIRED MEANS ON FIVE DIMENSIONS OF PREFERRED LEADERSHIP.

T I	DB	AB	SS	PF	Paired mean difference	Confidence Interval (C. I.)
4.476	3.678	-	-	-	0.796*	0.436
4.476	-	2.950	-	-	1.526*	
4.476	-	-	3.495	-	0.981*	
4.476	-	-	-	4.404	0.072	
-	3.678	2.950	-	-	0.728*	
-	3.678	-	3.495	-	0.183	
-	3.678	-	-	4.404	0.725*	
-	-	2.950	3.495	-	0.544*	
-	-	2.950	-	4.404	1.453*	
-	-	-	3.495	4.404	0.909*	

*Significant at .05 level.

It is quite obvious from the table 5, that there were significant differences on preferred leadership among All India level women Volleyball players between training and instruction -democratic behaviour followed by autocratic behaviour, and social supports; democratic behaviour - autocratic behaviour followed by positive feedback; autocratic behaviour- social support followed by positive feedback, and social supports- positive feedback, as the paired mean differences of 0.797, 1.526, 0.981, 0.728, 0.725, .544, 1.453 and 0.909 respectively were higher than the confidence interval (C.I.) of 0.436. But the mean differences between training and instruction- positive feedback and social support - positive feedback respectively were not significant at 0.05 level, as the confidence interval of 0.436 was higher than the mean differences

TABELE 6

SIGNIFICANCE OF DIFFERENCES BETWEEN MEAN SCORES OF INTER-UNIVERSITY AND ALL INDIA LEVEL WOMEN VOLLYBALL PLAYERS ON FIVE DIMENSIONS OF PREFERRED LEADERSHIP

Leader Behaviour Dimensions	Participation Level	Mean	MD	σ DM	t-ratio
Training & Instruction	Inter-university All India	4.287 4.476	.047	.087	.542
Democratic Behaviour	Inter-university All India	3.971 3.678	.293	.111	2.622*
Autocratic Behaviour	Inter-university All India	3.238 2.950	.288	.181	1.598
Social Support	Inter-university All India	3.985 3.495	.490	.115	4.271*
Positive Feedback	Inter-university All India	4.006 4.404	.398	.180	2.205*

Significant at .05 level, $t_{.05(98)} = 1.98$

It is evident from table 14, that there were statistically significant differences between the preferences of Inter-university level and All India level women volleyball players in training and instruction, positive feedback and social support dimensions of

leader behaviour, as the obtained t-value of 2.622, 4.271, and 2.205 respectively were higher than the required t-value of $t_{0.05 (98)} = 1.98$. But the significant differences were not found in training and instruction and autocratic behaviour dimensions of leader behaviour, as the obtained t-value of 0.542, and 1.598 respectively were lesser than the required t-value of $t_{0.05 (98)} = 1.98$.

DISCUSSION

Findings of descriptive data of Inter-university level women volleyball players on five dimensions of preferred leadership behaviour indicated that women volleyball players preferred more democratic behaviour, autocratic behaviour and social support from their coaches than did All India level women volleyball respondents. In case of All India level women volleyball players, they preferred more training and instruction and positive feedback from their coaches than their counter parts.

The results of one way analysis of variance (ANOVA) for Inter-university level women volleyball players on five dimensions of preferred leadership behaviour expressed significant differences among Inter-university level women volleyball players in their preferences for preferred leadership which may be due to variation in practice method, coaching style, Inter personal relationship and reinforcement. The Scheffe's Test of Post-hoc comparisons showed that Inter-university level women volleyball players preferred more training and instruction followed by Positive feedback, democratic behaviour, social support and autocratic behaviour from their coaches.

In case of All India level women volleyball players on five dimensions of preferred leadership behaviour, they also expressed significant differences among women volleyball players in their preferences for preferred leadership. The Scheffe's Test of Post-hoc comparisons showed that women volleyball players also preferred more training and instruction followed by positive feedback, democratic behaviour, social support and autocratic behaviour from their coaches.

When the Inter-university and All India level women volleyball players were compared together on five dimensions of leader behaviour, they exhibited significant differences in their preferences for democratic behaviour, social support and positive feedback dimensions of leader behaviour. But They had no significant differences in their preferences for training and instruction and autocratic behaviour dimensions of leader behaviour, which showed that Inter-university and All India level women volleyball players preferred their coaches equally in these dimensions of leader behaviour and differently in other dimension of leader behaviour. The findings are partially supported by Chefladurai and Saleh, 1978.

It was hypothesized that there would be significant difference among Inter-university and All India level women volleyball players on five dimensions of preferred leadership behaviour. This hypothesis has been partially accepted, as the Inter-university level women volleyball players had significant difference in their preferences between training and instruction -democratic behaviour followed by autocratic behaviour, and social supports; democratic behaviour - autocratic behaviour; autocratic behaviour- social support followed by positive feedback But the mean differences between training and instruction- positive feedback; democratic behaviour - social support followed by positive feedback and social support - positive feedback respectively were not significant

In case of All India level women volleyball players, they had significant difference in their preferences between training and instruction -democratic behaviour followed by autocratic behaviour, and social supports; democratic behaviour - autocratic behaviour followed by positive feedback; autocratic behaviour- social support followed by positive feedback, and social supports- positive feedback. But the mean differences between training and instruction- positive feedback and social support - positive feedback respectively were not significant.

CONCLUSIONS

Within the limitation of present study, the following conclusions are enumerated :

1. Inter-university and All India level women volleyball players exhibited different preferences on five dimensions of leader behaviour.
2. Inter-university level women volleyball players preferred their coaches more on training and instruction followed by Positive feedback, democratic behaviour social support, and autocratic behaviour dimensions.
3. All India level women volleyball players preferred their coaches more on training and instruction followed by positive feedback, democratic behaviour, social support and autocratic behaviour) dimensions .
4. Inter-university and All India level women volleyball players expressed different preferences on democratic behaviour, social support and autocratic behaviour) dimensions of leader behaviour. They had similarity in Training and instruction and autocratic behaviour.

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