



COMPARATIVE STUDY OF LEADERSHIP BEHAVIOUR OF INDIAN MALE AND FEMALE ATHLETES

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ABSTRACT

The aim of the present investigation was to compare the leadership behavior as preferred by Indian male and female athletes. Two hundred Male (N=100) and Female (N=100) Indian athletes who volunteered to participate in this study, were selected to serve as subjects for this study. Leadership Scale for Sports developed by P. Chelladurai was selected to measure the leadership behavior of Indian athletes. The descriptive statistics, ANOVA, and student t-test were employed on five leadership behavior dimensions for Indian male and female athletes. The results of the study revealed that inter-university level male and female track and field athletes exhibited different preferences on five dimensions of leader behavior. Male and female track and field athletes of the Inter-university level preferred more training and instruction followed by positive feedback, social support, democratic behavior, and autocratic behavior. A significant difference was not found between Male and female track and field athletes on the set of five dimensions of preferred leadership behavior.

Keywords: Preference, Male, Female, Indian, Athletes, Leader behavior, Leadership.

1. INTRODUCTION

Leadership is that the behavioural process of influencing the activities of an organized group toward specific goals and also the achievement of these goals. But leadership is commonly for more complex attempts to know leadership should fret with why people comply moreover like how one person influences another. The leader is required to behave in certain ways by the demand and constraints placed by the demand and members' preferences for specific leader behaviours are largely a function of the individual characteristics of the group members. **(William, 1993)**

Personality variables like the necessity for achievement, need for affiliation, cognitive structure and competence within the task influence a members performances for coaching and guidance, social support and feedback. additionally, true characteristics also affect members' preferences. for instance, if there's an organizational expectation, which a leader will behave in an exceedingly specific manner, this expectation is held jointly by both leaders and members **(Chelladurai, 1990)**.

Participation in sports contributes to assembling up self-confidence, enhancing intellectual level. personality development a no. outgoing tendency or extraversion per se proficiency results in enhanced success in sports activities is extremely valued in one's group **(Simon, 1964)**

Success in athletics seems to be dependent partially on psychological status and traits. the utilization of an athlete's personality profile, in concerned with knowledge of their past experience, coach's rating, anatomic and physiological characteristics so one can enhance the accuracy of prediction in a very number of sports **(Dureha, 1987)**.

The personality make-up of a personal plays a significant role in his achievements in every field of life. "Human personality refers to the unique expression of the characteristics of a personal and it must be studied within the social context during which it develops. it's not an isolated phenomenon, become independent from the environment. Personality is expressed through the complex and interdependent relationship formed between an individual and therefore the environment **(Dureha, 1987)**.

Sharma (2012) revealed that male and female gymnasts did not differ significantly in all the dimensions of preferred leader behaviour except positive feedback dimensions. Male gymnasts preferred a greater degree of preferences for coaching behaviour from their coaches than their counterparts. **Sharma (2014)** revealed that male and female gymnasts did not differ significantly in all the dimensions of preferred leader behavior except the positive feedback dimension. Male gymnasts preferred a greater degree of preferences for coaching behavior from their coaches than their counterparts. Further, male and female gymnasts preferred and perceived more training and instruction and least autocratic leader behaviour from their coaches.

Terry (1981) found that there have been no differences in preferred leadership among different nationalities. He noted that "the three viable subject groups (Canada, U.S., and Great Britain)" all share similar cultural backgrounds and sporting ideologies. **Chelladurai and Saleh (1978)** found that the congruence between preferred and actual behavior within the dimensions of autocratic behavior and positive feedback effected satisfaction with the coach during a curvilinear manner. **Challadurai (1984)** found that athletes involved in individual sports (independent task) or closed sports like swimming (non-variable task) preferred more democratic behavior than their respective counterparts, who preferred more autocratic behavior. **Lindauer (2000)** examined the preferred leadership behavior of athletes of individual and team sports and reported that individual sport athletes preferred a greater degree of democratic behavior and

positive feedback. **Chelladurai et al. (1988)** studied leadership in an exceedingly cross-national setting and located differences in leadership behavior and satisfaction with leadership among Canadian and Japanese athletes that arose from cultural differences. **Singh, Sharma, and Yadav, (2009)**, revealed that the male players from the individual sports group had similar preferences altogether the leader behavior dimensions.

Kim et al (1990) reported that the individual sports athletes preferred more democratic behavior from their coaches than the opposite groups. They also found that individual sports, combative sports, and team sports differed among themselves altogether dimensions except in preferred training and instruction. **Sharma (2010)** expressed that the actual leader behavior of international male gymnasts toward coaches was found greater in democratic behavior, social support, positive feedback, and autocratic behaviour than females. It indicated that the majority of male gymnasts need more skill training and directions. **Shrivastava and Sharma (2015)** revealed state-level male players had a significant difference in their actual leader behaviour. They preferred a greater amount of positive feedback and a lesser amount of autocratic behaviour from their coaches. **Sharma (2015)** noted that the statistically significant differences among East-zone Inter-university level male as well as female Badminton players' preferences for specific coaching behaviour.

The Purpose of the study was to match the leadership behaviour of Indian male and feminine athletes. it absolutely was hypothesized that the many differences in their leadership preferences. may exist among Indian male and feminine athletes.

2. METHODOLOGY

2.1 Selection of Subjects:

Two hundred and Eight (Males=80, Females= 80)) National level athletes representing their respective state in National competition competitions and who volunteered to participate during this study, were selected to function subjects for this study. the subjects were within the age bracket of 21 to 26 years. All the subjects have taken part in National Athletic Competitions during the session 2019-2020

2.2 Instrumentation

Leadership Scale for Sports developed by **P. Chelladurai (1994)** was selected as a criterion tool to live preferred behaviour preferences of inter-university level athletes. The Leadership Scale for Sports (L.S.S.) may be a valid and reliable instrument. the size 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 feedback (Rewarding behaviour).

The scale consisted of 40 items for five dimensions during which training and instruction (13 items), democratic behaviour (9 items), autocratic behaviour (5 items), social support (8 items), and feedback (Rewarding behaviour) had 5 items on which there have been no negative responses. Each question had five responses namely- Always, Often, Occasionally, Seldom, Never. in line with the above-stated responses, scoring was administrated for the well-liked leader behaviour of athletes. The score tabulated for all the things under dimensions of leadership behaviour were averaged out to get a score for every dimension. the dimensions had test-retest reliability of 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.

2.3 Administration of Questionnaire:

The necessary permission from the organizing secretary of. National Athletic competitions were obtained by the investigator to conduct this study on athletes during

competitions. The coaches and subjects were contacted at the location championships personally and their sincere cooperation was solicited. Necessary instructions got to respondents before the administration of the test. Confidentiality of responses was guaranteed so respondents wouldn't camouflage their real feelings. No cut-off date for filing the questionnaire was set but subjects were made to retort as quickly as possible. As soon as a bunch of athletes completed the leadership scale, it had been collected from the athletes and verified that no questionnaire was left without being answered.

3. RESULTS

To assess the preferences on five dimensions of leader behaviour of Indian male and female athletes, descriptive statistics, ANOVA and t-ratio on preferred leader behaviour with all respondents were computed and data pertaining to this are presented in Table 1 to 5.

TABELE 1
DESCRIPTIVE STATISTICS OF FIVE DIMENSIONS OF PREFERRED LEADER
BEHAVIOUR OF NATIONAL LEVEL INDIAN MALE AND FEMALE
ATHLETES

S.NO.	Leader Behaviour Dimensions	Male Athletes (N=80)		Female Athletes (N=80)	
		Mean	SD	Mean	SD
1.	Training & Instruction	4.333	0.412	4.281	0.341
2.	Social Support	3.720	0.513	3.978	0.539
3.	Positive Feedback	3.887	0.720	3.523	0.779
4.	Autocratic Behaviour	2.777	0.469	3.013	0.913
5.	Democratic Behaviour	2.971	0.588	3.012	0.732

The mean scores of five dimensions of leader behaviour as preferred by Indian male and female athletes of national level have been depicted in figures 1 to 3

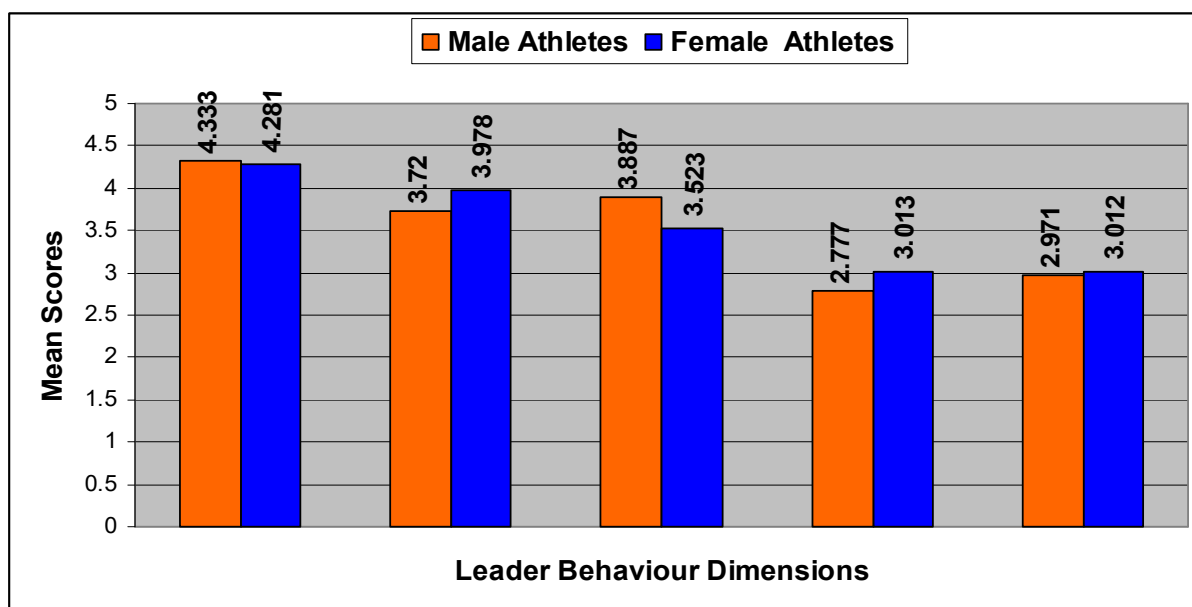


Figure: 1- Mean Scores of Five Dimensions of Preferred Leader Behaviour of National Level Male and Female Athletes

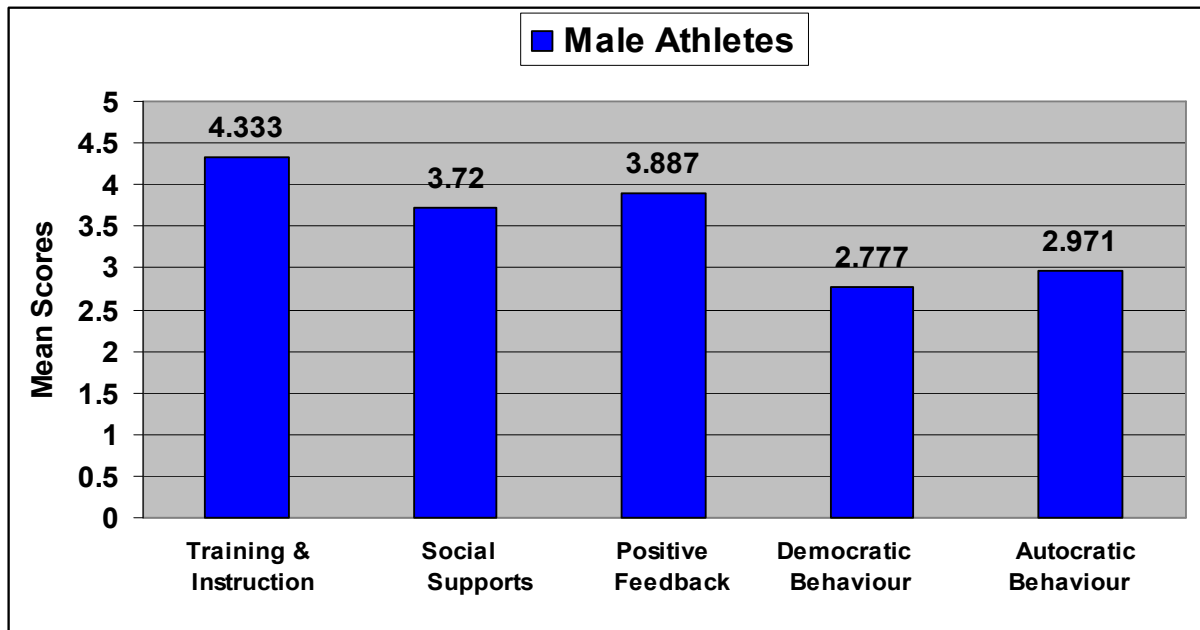


Figure: 2- Mean Scores of Five Dimensions of Preferred Leader Behaviour of National Level Male Athletes

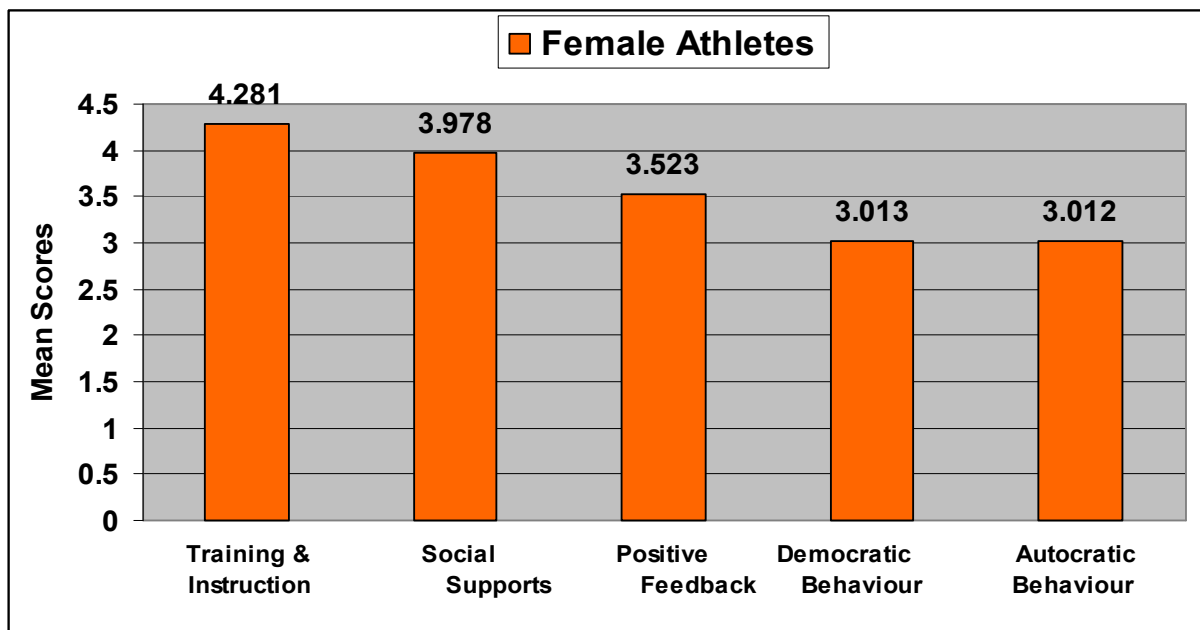


Figure: 3- Mean Scores of Five Dimensions of Preferred Leader Behaviour of National Level Female Athletes

TABELE 2
ANALYSIS OF VARIANCE FOR PREFERRED LEADERSHIP OF NATIONAL LEVEL
INDIAN MALE ATHLETES

Source of Variance	df	Sum of Squares	Mean Square	F-ratio
Between Groups	4	114.17	28.54	
Within Groups	395	579.19	1.47	19.41*

*Significant at .05 level,
 $F_{.05}(4, 395) = 2.40$.

From Table 2, It is evident that the statistically significant difference existed among national level male athletes on preferred leadership behaviour, as the obtained F-value of 19.41 was much higher than the required $F_{.05}(4, 395) = 2.40$.

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 national level male athletes on five dimensions of preferred leadership behaviour and the data pertaining to this have been presented in Table 3.

TABLE 3
SINGNIFICANCE OF DIFFERENCES AMONG NATIONAL LEVEL MALE ATHLETES
BETWEEN PAIRED MEANS ON PREFERRED LEADERSHIP DIMENSIONS

T I	SS	PF	AB	DB	Paired mean difference	Confidence Interval (C. I.)
4.333	3.720	-	-	-	0.613*	0.397
4.333	-	3.887	-	-	0.446*	
4.333	-	-	2.777	-	1.556*	
4.333	-	-	-	2.971	1.362*	
-	3.720	3.887	-	-	0.167	
-	3.720	-	2.777	-	0.943*	
-	3.720	-	-	2.971	0.749*	
-	-	3.887	2.777	-	1.110*	
-	-	3.887	-	2.971	0.916*	
-	-	-	2.777	2.971	0.194	

*Significant at .05 level.

It is quite obvious from the table 3, that there were significant differences on preferred leadership among national level male athletes between training and instruction - social support followed by positive feedback, autocratic behaviour and democratic behaviour; between social supports - autocratic behaviour followed by democratic behaviour; Between positive feed back - autocratic behaviour followed by democratic behaviour, as the paired mean differences of 0.613, 0.446, 1.556, .1.362, 0.943, 0.749, 1.11 and 0.916 respectively were higher than the confidence interval (CI) of 0.397.

But the mean differences between social support - positive feedback followed by and between autocratic behaviour - democratic behaviour respectively were not significant, as the paired mean differences of 0.167, and 0.194 respectively were lesser than the confidence interval of 0.397.

TABELE 4
ANALYSIS OF VARIANCE FOR PREFERRED LEADERSHIP OF INTER-UNIVERSITY FEMALE ATHLETES OF TRACK & FIELD

Source of Variance	df	Sum of Squares	Mean Square	F-ratio
Between Groups	4	119.24	29.81	
Within Groups	395	988.97	2.50	11.92*

*Significant at .05 level,
 $F_{.05}(4, 395) = 2.40$.

From Table 4, It is evident that the statistically significant difference existed among national level male athletes on preferred leadership behaviour, as the obtained F-value of 11.92 was much higher than the required $F_{.05}(4, 395) = 2.40$.

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 national level male athletes on five dimensions of preferred leadership behaviour and the data pertaining to this have been presented in Table 5.

TABLE 5
SINGNIFICANCE OF DIFFERENCES AMONG NATIONAL LEVEL FEMALE ATHLETES BETWEEN PAIRED MEANS ON PREFERRED LEADER BEHAVIOUR

T I	SS	PF	AS	DB	Paired mean difference	Confidence Interval (C. I.)
4.281	3.978	-	-	-	0.303*	0.297
4.281	-	3.523	-	-	0.758*	
4.281	-	-	3.013	-	1.268*	
4.281	-	-	-	3.012	1.269*	
-	3.978	3.523	-	-	0.455*	
-	3.978	-	3.013	-	0.965*	
-	3.978	-	-	3.012	0.966*	
-	-	3.523	3.013	-	0.510*	
-	-	3.523	-	3.012	0.511*	
-	-	-	3.013	3.012	0.001	

*Significant at .05 level.

It is quite obvious from the table 5, that there were significant differences on preferred leadership among inter-university male athletes of Track and field between training and instruction - social support followed by positive feedback, autocratic behaviour and democratic behaviour; social supports - positive feedback followed by autocratic behaviour and democratic behaviour; positive feedback - autocratic behaviour followed by democratic behaviour, as the paired mean differences of .303, .758, 1.268, 1.269, .455, .965, .966, .966, .510, and .511 respectively were higher than the confidence interval (CI) of 0.297. But the mean differences between autocratic behaviour - democratic behaviour respectively was not significant, as the paired mean difference of 0.001 was less than the confidence interval of 0.297

TABLE 6
SIGNIFICANCE OF DIFFERENCES BETWEEN MEAN SCORES OF NATIONAL
LEVEL MALE AND FEMALE ATHLETES ON
PREFERRED LEADER BEHAVIOUR

Leader Behaviour Dimensions	Sex	Mean	MD	DM	t-ratio
Training & Instruction	Male	4.333	0.052	0.064	0.813
	Female	4.281			
Social Support	Male	3.720	0.258	0.989	0.261
	Female	3.978			
Positive Feedback	Male	3.887	0.364	0.409	0.889
	Female	3.523			
Autocratic Behaviour	Male	2.777	0.235	0.241	0.975
	Female	3.012			
Democratic Behaviour	Male	2.971	0.042	.101	0.416
	Female	3.013			

Insignificant at .05 level,
 $t_{.05(158)} = 1.98$

It is evident from table 6, that there were no statistically significant differences between the preferences of inter-university level male and female athletes of Track and Field for the set of five dimensions of leader behaviour, as the obtained t-values of .0.813, 0.261, 0.889, 0.975, and 0.416 respectively were less than the required t-value of $t_{.05(158)} = 1.98$.

4. DISCUSSION

Findings of descriptive data of national level level male and female athletes on five dimensions of preferred leadership behaviour indicated that male athletes preferred more training and instruction, and positive feedback from their coaches than female counterparts, while the female athletes preferred more social support, autocratic behaviour and democratic behaviour from their coaches than male counterparts. The individual sports athletes included in this study expressed the need for training and instruction and positive feedback from their coaches. It seems that the national level male and female athletes included in the study were more serious about their performance and were more goal-oriented. Their coaches should aim at improving the athletes' performance by emphasizing and facilitating hard and strenuous training, instructing the athletes in skills, techniques and tactics of the sport. They should recognize and reward their good performance. This contrasting result may be attributed to the fact that these athletes might not have been trained seriously and regularly by a qualified coach. Indian culture and sporting environment may also be one of the possible reasons for these leadership preferences.

The results of ANOVA for national level male and female athletes on five dimensions of preferred leadership behaviour, they also expressed significant differences among national level male athletes in their preferences for preferred leadership. The Scheffe's Test of Post-hoc comparisons showed that male athletes also preferred more training and instructions behaviour in comparison of other dimensions of preferred leadership. while the female athletes also preferred more training and instructions behaviour in comparison of other dimensions of preferred leadership.

The results of t-ratio indicated that the National level level male and female athletes had no significant differences in their preferences for the set of dimensions of leader behaviour,

which showed that all the national level male and female athletes preferred their coaches equally in all of the preferred leader behaviour dimensions. This was supported by **Sharma, (2001)**.

5. CONCLUSIONS

1. National level male and female athletes exhibited different preferences on five dimensions of leader behaviour.
2. Significant difference was not found between national level male and female athletes on the set of five dimensions of preferred leadership behaviour.
3. National level Male and female athletes preferred more training and instruction followed by positive feedback, social support, democratic behaviour and autocratic behaviour.

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