Effects of Leadership Styles in Technical and Vocational Students, UTHM

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Abstract
Effective leadership helps our nation through times become a developed country. This study was undertaken to investigate the effects of leadership style among students in Technical and Vocational at University Tun Hussein Onn Malaysia. Descriptive study carried out to evaluate student leadership. The study sample consisted of 319 Technical and Vocational students. We used the questionnaire to identify student's preconceived of leadership. If we wish to develop successful leaders, we need for students to understand leadership styles in order to upgrade their existing abilities. Data were analyzed using frequency, mean and standard deviation. The findings show that articulate the highest in leadership styles that students was practice.
Keywords: Leadership styles, effects.

Introduction

Few things are more important to human activity than leadership. Effective leadership helps our nation through times become a developed country. It makes a business organization successful. It enables a not-for-profit organization to fulfill its mission. The effective leadership of parents enables children to grow strong and healthy and become productive adults. The absence of leadership is equally dramatic in its effects. Without leadership, organizations move too slowly, stagnate, and lose their way. Much of the literature about organizations stresses decision-making and implies that if decision-making is timely, complete, and correct, then things will go well. Yet a decision by itself changes nothing. After a decision is made, an organization faces the problem of implementation how to get things done in a timely and effective way. Problems of implementation are really issues about how leaders influence behavior, change the course of events, and overcome resistance. Leadership is crucial in implementing decisions successfully. Each of us recognizes the importance of leadership when we vote for our political leaders. We realize that it matters who is in office, so we participate in a contest, an election, to choose the best candidate. Leadership is a process by which one person influences the thoughts, attitudes, and behaviors of others. Leaders set a direction for the rest of us; they help us see what lies ahead; they help us visualize what we might achieve; they encourage us and inspire us. Without leadership a group of human beings quickly degenerates into argument and conflict, because we see things in different ways and lean toward different solutions. Leadership helps to point us in the same direction and harness our efforts jointly.

2. Literature

A leadership style called "transformational leadership" is often the most effective approach to use. Transformational leaders have integrity, they inspire people with a shared vision of the future, they set clear goals and motivate people towards them, they manage delivery, and they communicate well with their teams. However, leadership is not "one size fits all" thing; often, you must adapt your style to fit a situation or a specific group. This is why it's useful to gain a thorough understanding of other leadership styles; after all, the more approaches you're familiar with, the more tools you'll be able to use to lead effectively. Let's take a deeper look at some of the leadership styles that you can use :

1. Transformational Leadership

A review of the literature on some of the leadership styles that breed success within
educational organizations discovered that Transformational Leadership was more effective than Transactional Leadership. Ross and Gray (2006, p. 800) define transformational leadership as the Multidimensional construct that involves three clusters: charisma (identifying and sustaining a vision of the organization), intellectual stimulation of members, and individual consideration. Transformational leadership enhances an organization by raising the values of members, motivating them to go beyond self-interest to embrace organizational goals, and redefining their needs to align with organizational preferences. In comparison, transactional leaders often try to accomplish organizational goals without attempting to elevate the motives of followers or the human resources within the organization. Transactional leadership does not constitute a change in the culture of the organization, whereas transformational leadership requires a change in the culture of the organization in order to be effective

2. Organic Leadership

Organic Leadership by Miller and Rowan (2006, p. 219) is defined as A shift away from conventional, hierarchical patterns of bureaucratic control toward what has been referred to as a network pattern of control,

that is, a pattern of control in which line employees are actively involved in organizational decision making, staff cooperation and collegiality supplant the hierarchy as a means of coordinating work flows and resolving technical uncertainties, and supportive forms of administrative leadership emerge to facilitate line employees' work.

3. Instructional Leadership

The concept of instructional leadership theories empirical origin studies came about during the 1970's and 80's in poor urban communities where students had succeeded despite the odds.

2.   Methodology

This study uses a quantitative approach is a survey of the test and answer the research questions. The aim of this study is to involve the views and perceptions of respondents about the of leadership styles among students of technical and vocational (PTV). This method was chosen because it is able to decipher the issues and problems of leadership. Descriptive statistics such as mean, percentage and standard deviation will be used to analyze and describe the research question. Based on this justification, is a survey research design is very suitable and reliable able to answer all the research question.

2.1   Population and sample

The study population was a student of Technical and Vocational, UTHM. A total of 1888 students of Technical and Vocational has been identified. Rational choice is because of Technical and Vocational student fulfill all the demands and requirements of the study to be conducted. They also are students who have gone through university teaching and leadership skills have been exposed by the lecturers. According to the calculations Cochran (1977) made, the required sample size was 319 respondents.

2.2   Instrument

In this study, the researchers chose the instrument in the form of questionnaires to obtain feedback and collecting data from respondents (Tuckmen, MG in Mohd Shukri, W., 2010). Size scale used in the questionnaire is the Likert scale because this scale is a composite measure that contains two or more items that are intended to evaluate a variable. This study will use a set of questionnaire contains a section to measure the respondents' leadership skills.

2.3 Analysis of data

These data were collected in order of questions to be analyzed. Researchers will review and examine the raw data obtained by the questionnaire that was returned. Data were analyzed using SPSS software. Table 2.1 shows a summary of data analysis based on the research questions and hypotheses.

Table2.1 :Methods analysis

No.	Research Question	Analysis Methods
1	What the effect of leadership style among PTV student?	Mean, Standard Deviation.

3.   Results

A total of 320 sets of questionnaires were distributed to the students of the Faculty of Technical and Vocational (FPTV)

3.1   Leadership Findings

Research of this review is to examine the issues Effects of Leadership Styles in Technical and Vocational Students, UTHM using critical thinking questionnaire aimed to collect data. The location of this research will be conducted at The university is one of the universities under the Ministry of Education (MOE) (Jaafar, 2013). The actual population of the study was 1,888 of which 319 are based formula Cochran (1977). This election should be conducted as if the research population is too large, it will be difficult for researchers to govern the entire population, it is appropriate sampling method is needed so that the number of samples that can be representative of the population studied (Noh, 2013).

The instrument for this research is divided into two parts: Part A contains items related to demographic, while Part B is to obtain data on the Effects of Leadership Styles in Technical and Vocational Students, The university of which consists of fourteen elements in the leadership. Based on the analysis of Table 3.1 shows the mean and standard deviation for the respondent to fourteen items leadership skills, overall it can be concluded that does not interfere in the highest (M = 4.72, SD = 0.41) of respondents leadership skills. This shows that there is effective communication with other parties in implementing something. In addition, respondents also been put empathy at a moderate level (M = 3.50, SD = 0.70). Specified skills are at a low level (M = 3.01, SD =

0.80) according to the respondents surveyed. This will be discussed in subsequent chapters. The overall mean and standard deviation for each item for the overall leadership skills are tabulated in Table 3.1.

Jadual 3.1: Mean and Standard Deviation Leadership

No	Item	Mean (M)	Standard Deviation (SD)	Level
1.	Articulate: Communicates effectively with others	4.72	0.41	Higher
2.	Perceptive: Discerning and insightful	4.70	0.42	Higher
3.	Self-confident: Believes in oneself and one's ability	4.66	0.39	Higher
4.	Self-assured: Secure with self, free of doubts	4.62	0.37	Higher
5.	Persistent: Stays fixed on the goals, despite interference	4.60	0.39	Higher
6.	Determined: Takes a firm stand, acts with certainty	3.01	0.80	Lower
7.	Trustworthy: Is authentic, inspires confidence	4.60	0.31	Higher
8.	Dependable: Is consistent and reliable	4.59	0.37	Higher
9.	Friendly: Shows kindness and warmth	4.59	0.37	Higher
10.	Outgoing: Talks freely, gets along well with others	4.57	0.40	Higher
11.	Conscientious: Is thorough, organized, and careful	4.55	0.46	Higher
12.	Diligent: Is industrious, hardworking	4.53	0.32	Higher
13.	Sensitive: Shows tolerance, is tactful and sympathetic	4.50	0.43	Higher
14.	Empathic: Understands others, identifies with others	3.50	0.70	Medium
	OVERALL	**4.60**	**0.33**	**Higher**

4. Discussion

Ability to communicate is a necessary element in students in honing their talents in leadership skills (Tomlinson, 2004). Individuals who have a sense of effective leadership must be able to adapt to the society around them where a student should have a good relationship with peers and teachers (McEwan, 2003). Therefore, educators should provide opportunities for students to demonstrate their leadership skills as this can affect their personal (Brundret, Burton & Smith, 2003). If these leadership skills can be formed with good then it will have a positive perception among their peers (Tomlinson, 2004). However, the nature of the leadership should also be nurtured gradually and it requires the support of the community (McEwan, 2003). Among the support that can be given is through the power of communication skills among students with peers and educators (Ray Bolam, 2003). If all parties together to support the efforts to enhance the leadership skills he will surely have a positive impact, especially for students Technical and Vocational Students.

The findings indicate that empathic element at a moderate level. Someone who is considered the leader should constantly strive to improve the leadership skills along with the changing times (Tomlinson, 2004). Thus increasing leadership skills also involve internal personality in order to provide confidence in their followers (McEwan, 2003). A good leader is one that understands the needs and problems of society (Tomlinson, 2004). By approaching people, leaders should provide a good example and a positive impact on the confidence of the public. Therefore trust a leader who can inspire confidence among the people and it should start from the students again. In addition, the attitude of firmness and courage are needed especially for students who have a lot of tasks that require them to communicate in front of other students. Therefore, leadership skills are also needed in experiencing their assignments

The results showed that leadership skills among students is still low. This may be because they are less willing to take on the responsibility of being a real leader. The real leader has their goals clear in the lead. They were also able to determine the movement and direction of their group. Not only according to their group but feel comfortably under the leadership of their chief. Therefore, leaders must have specific characteristics that have an impact on society. However, the external environment and the support of the group also influences the attitude of the leadership of the head. For students of Technical and Vocational Students has an their leadership characteristics such as competence, dynamism, integrity, empathy and responsibility (Brundret, Burton & Smith, 2003). With the features like this make students more likable and more confidential.

5. Conclusion

The conclusion of this study found that students Technical and Vocational Students four equations in leadership skills that an individual possession, is positional leadership, leaders possess particular qualities and skills, leaders act from internal motivations. This shows that k leadership's skill among students because they can be applied also shown interest to apply the leadership traits within themselves. It also caused an increase in awareness in

them the importance of leadership skills in life, especially in the lives of as a student. Students also need guidance and support so that they can develop these skills more effectively. If these skills can be applied effectively, this is not only felt by the individual but also able to be felt by the surrounding
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