

Leadership Qualities and Management Competencies for Polytechnic Students

Azyyati Mohd Riduan
Faculty of Technical & Vocational Education, University Tun Hussein Onn Malaysia
E-mail: hb120001@siswa.uthm.edu.my

Abstract

Polytechnic is one of the institutions that related to the Technical and Vocational Education Training (TVET). Polytechnics are comprehensive universities that offer the several of professional fields to the student in active, applied learning, theory and research essential to the future of society, business and industry. Through this all of learning and research, the student can enhance their leadership skill and be good in management competency. Student leadership lies at the heart of improving institutions and enabling young people to realize their true potential. The result of this study shows that all those leadership qualities and management competency that the polytechnic student has still need to improve to make sure they can compete better when in the working environment. Finally, the student leadership, special communication and responsibilities were also included in this study.

Keywords: Leadership, Qualities, Management Competency, Responsible, Polytechnic student

1.0 Introduction

Polytechnics are comprehensive universities offering professional, career-focused programs in the arts, social and related behavioral sciences, engineering, education, and natural sciences and technology that engage students in active, applied learning, theory and research essential to the future of society, business and industry.

When the student furthers their study in polytechnic, they can enhance their knowledge and skills about the technical area such as engineering, technology and so on. Malaysia aims, through its education system, to produce citizens who are knowledgeable and competent, and who possess high moral values and an ability to contribute to the development of the country and its people (FEFC, 1998).

Establish the technical workforce is one of the transformation plans for polytechnic education. So, to establish that, polytechnic student need to learn about to be the leadership qualities and the management of competencies. Through the polytechnic transformation plan, there are three results such as to make Malaysia as a leading polytechnic education and technical and vocational training at the regional level, polytechnic graduates are acceptable and competitive in the market in term of working capability and polytechnics is the first options to continue their study for the post-qualifying Sijil Pelajaran Malaysia (KPT,2009)

2.0 Leadership

Leadership is kind of the attitude that all the people in the world should have. Leadership is a common term but it has many diverse meanings.

In understanding behavior leadership among the students, the starting point remains the leadership qualities that are in the domain of personal attitudes and beliefs. These are values driven and almost by definition relate to the moral aspects of decision making distinguishing between right and wrong, good and bad. As such, they comprise those characteristics of the individual such as honesty and integrity. They are the deep seated personal qualities that change and develop only slowly over time.

2.1 Leadership qualities

Leadership qualities are in the domain of personal attitudes and beliefs. These are values driven and almost by definition relate to the moral aspects of decision making and also distinguishing between right and wrong, good and bad. As such, they comprise those characteristics of the individual such as honesty and integrity. They are the deep seated personal qualities that change and develop only slowly over time (Michelle, 2009).

2.2 Leadership skill and qualities for the polytechnic students

No wonder if the students can't get the job after finish the study because of their skill and competency did not good. When the students learn more about the technical, they actually learn about the new skill. Through the learning process, polytechnic student not only gain a knowledge and a good skills but they can unearth characteristics and qualities of leadership.

There are several characteristics to be a student who has an attitude of quality leadership. These characteristics were presented by John. C. Maxwell (2009). The characteristic of qualities leadership are show in table 1.

Table 1: Characteristic of Qualities Leadership

Characteristic of Qualities Leadership		
Character	Focus	Relationships
Charisma	Generosity	Responsibility
Commitment	Initiative	Security
Communication	Listening	Self-discipline
Competence	Passion	Servant hood
Courage	Positive attitude	Teach ability
Discernment	Problem solving	Vision

3.0 Competency

There are many definitions about the competency. The concept of management competency has become ubiquitous within the field of performance assessment and development within organizations. Through studies conducted by Raymond A.Noë, competence also describes the resources and conditions, the qualifications, skills or knowledge required to perform certain duties without considering which actual execution of duties.

Based on what the Weinert's (2001) say, competencies are the positive combination of knowledge, ability and willingness in the availability of the individual to cope successfully and responsibly with changing situations.

The underlying characteristics of a person which involved a motive, trait, skill, aspect of one's self-image or social role, or a body of knowledge used and they are generic in nature or can appear in many different work is about the competency that was defined by Boyatzis (1982).

3.1 Management competency

The concept of the management competencies originates from Dale and Iles (1992) and they considered as a behavioral, and specify the skills that required of a person in a specific task. Through the research from Sudsakorn and Fredric (2008) in "Management competencies: a comparative study between Thailand and Hong Kong", measurability is a key to successful of the management competencies. According to Boyatzis (1982), the ability of a person that meets a job demand is both behavioral and measurable.

The table below shows the framework of the management competencies that the polytechnic student need to apply to make their more confident when do some work.

Table 2: Management Competency with brief descriptions

Theme	Management Competencies	Description
Supporting employee growth	Autonomy and empowerment	Has trust in employee capabilities, involving them in problem-solving and decision-making
	Development	Helps employees in their career development and progression
	Feedback, praise and recognition	Gives positive and constructive feedback, offers praise and rewards good work
Interpersonal style and integrity	Individual interest	Shows genuine care and concern for employees
	Availability	Holds regular one-to-one meetings with employees and is available when needed
	Personal manner	Demonstrates a positive approach to work, leading by example
	Ethics	Respects confidentiality and treats employees fairly
Monitoring direction	Reviewing and guiding	Offers help and advice to employees, responding effectively to employee requests for guidance
	Clarifying expectations	Sets clear goals and objectives, giving clear explanations of what are expected
	Managing time and resources	Is aware of the team's workload, arranges for extra resources or redistributes workload when necessary.
	Following processes and procedures	Effectively understands, explains and follows work processes and procedures.

(Lewis R. et al, 2011)

4.0 Student Leadership, Special Communication and Responsibilities

Management skills can be seen as the antithesis of leadership qualities they are amoral, normative and entirely instrumental. They describe those aspects of management practice that are the tangible manifestation of socially and environmentally responsible business behavior. They include expertise in areas such as stakeholder dialogue and building partnerships. Unlike leadership qualities, these management skills are amenable to being taught and developed over the short term.

The primary focus of this assignment is to explore how a student can enhance the understanding and practice of responsible leadership by developing managers that have the competencies for integrating social and environmental considerations into business decision making processes. Some of skills which are required that student leadership. Communication effective is requires knowing how to communicate with all the people around the student (Michelle, 2009)

Student leadership responsible the band relies on student leadership to help the directors increase the quality of instruction and to promote leadership skills. Students are assigned to various leadership positions by the band director according to their ability to lead and ability to properly perform various functions in the band. Student leaderships are faced with a decision to make or a conflict to resolve. Leadership is not about telling others to solve the problems. It's about seeing a problem and accepting personal represent for doing something about it.

This is all the polytechnic student need to expand their leadership and competency when they finish their study. The leadership skill and qualities are really important things for the students.

5.0 Conclusion

For the conclusion, based on the findings from this particular assignment the following recommendations are made for leaders who wish to utilize the potential benefits of working in this way: Identify a clear champion for this work, ideally a senior leader in the polytechnic, who will actively manage and evaluate the process. Ensure students are adequately trained to undertake this work.

Developing a person's knowledge and skills will inform their world view and values to a certain extent. Giving people the opportunity to question, explore and make meaning of the values and assumptions that inform their decision-making process requires a carefully structured process of analysis and reflection. Polytechnic students need to improve leadership skills to become a leader of quality.

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