

Leadership Qualities, Skills and Behaviors among the Polytechnic Students

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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 behaviors to be a 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, skills and their behaviors that the polytechnic student has still need to improve to make sure they can compete better when in the working environment. Finally, the impact of leadership on student outcomes was also included in this study.

Keywords: Leadership, Qualities, Skills, Behaviors, Impact, 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).

Other things about the leadership qualities are quality principles become “a basis for guiding, empowering and supporting the constant pursuit of excellence by the employees throughout the organization. In this regard the emphasis is on “creating the power of an environment of trust, openness and honest communication to encourage the development of individual quality improvement entrepreneurs.” (Feigenbaum, 2007).

2.2 Leadership Skill

Leadership skills are the tools, behaviors and capabilities that a person needs in order to be successful at motivating and directing others. Yet true leadership skills involve something more like the ability to help people grow in their own abilities. It can be said that the most successful leaders are those that drive others to achieve their own success (Sean, 2010).

2.3 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 basic qualities of a leader. This basic was introduced by Larry Bartel (2001). This is almost the same from John. C. Maxwell (2009) when the researcher write about the characteristic of qualities leadership. The basic of qualities leadership are show in table 1.

Table 1: The basic qualities of a leader

The basic qualities of a leader		
Accept Conflict	Honesty	Negotiations
Courage	Humor	Passion
Credibility	Imagination	Risk
Decisive	Integrity	Storytelling
Delegation	Knowledge	Support
Emotional	Listening	Trust
Empathy	Loyalty	Vision

3.0 Behavior

Behavior can be defined as the way in which an individual behaves or acts. It is the way an individual conducts herself/himself. Behavior should be viewed in reference to a phenomenon, an object or person. It can be seen in reference to society norms, or the way in which one treats others or handles objects.

Behavior, therefore, is the way an individual acts towards people, society or objects. It can be either bad or good. It can be normal or abnormal according to society norms. Society will always try to correct bad behavior and try to bring abnormal behavior back to normal (Wilma and John, 2000).

3.1 Leadership qualities and behavior

Personal qualities are at the heart of the leadership qualities. Inherent within the leadership qualities is the need for consistent use of positive behaviors by leaders. Fully effective performance requires balancing what needs to be done with how it gets done. It should be used as part of the performance review and personal development planning processes. This is important for student to make their behavior and qualities leadership are balanced.

The table below shows the framework of the link between qualities and behavior that the polytechnic student need to apply to make their more confident when do some work and for the negative behaviors, the student should avoid that.

Table 2: Leadership behavior and description

Descriptors	Positive behavior's	Negative behaviors
Commitment to service excellence	Recognizes and rewards excellence	Tolerates poor practice and does not tackle poor performance.
	Diagnoses and tackles poor performance and provides appropriate support.	Takes a punitive approach to poor performance, giving no support.
Integrity and honesty.	Is truthful and honest in dealing with people	Behaves in a deceptive, dishonest, or manipulative way
	Takes an open approach to issues.	Hides and encrypts information so that it is not readily available to those who need it
	Creates a climate of openness in which people can say 'no' as appropriate.	Expects others simply to agree and not question actions.
	Respects confidentiality of information consistently	Leaks or inappropriately shares confidential information.
Engage with others in decision-making	Promotes a spirit of co-operation and inter-dependency.	Is suspicious of others and promotes dependence
	Seeks first to understand	Decision-making takes place within cliques.
	Encourages meaningful dialogue at the earliest opportunity	Does not share information or views with others so that they are left out of the decision-making.
	Develops a shared vision	Is rigid and imposes change.
Develop team and self.	Builds self-belief and promotes a 'can do' attitude	Undermines other people's confidence.
	Gives others freedom to make decisions within given authority.	Concerned to retain ultimate control at all costs
	Let's go of control, enabling others to take calculated risks.	Operates with complex and controlling systems of accountability.
	Values everyone as individuals and respects differences.	Expects everyone to be 'the same', i.e., does not respect diversity
Self-awareness.	Takes the time to reflect	Does not seek out feedback.
	Values honest feedback	Does not admit to their weaknesses or development needs.
	Seeks out feedback and support where needed	Does not ask for help or support, tries to go it alone.
Listening empathetically to understand	Open to new ideas.	Closed to new thinking and blocks innovation by others
	Shows genuine concern.	Shows superficial interest in others
	Tests out their understanding and provides summaries as a way of ensuring they are understood.	Assumes they have understood and does not check.

(NHS Scotland: Leadership Qualities & Behaviours)

4.0 The impact of leadership on student outcomes

Being a good leader can make a good environment for learning. Student's that have a qualities and skills of leadership can be a more responsible person toward learning. 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.

Through the research about leadership, Viviane M.J. Robinson (2007) has identified the dimension that had a particularly powerful impact on student. The dimensions are list in table 3 below.

Table 3: Leadership practices derived from studies of effects of leadership on students

Leadership Practices	Meaning of Dimension
Establishing goals and expectations	Includes the setting, communicating and monitoring of learning goals, standards and expectations, and the involvement of staff and others in the process so that there is clarity and consensus about goals
Strategic resourcing	Involves aligning resource selection and allocation to priority teaching goals. Includes provision of appropriate expertise through staff recruitment.
Planning, Coordinating and evaluating teaching and the curriculum	Direct involvement in the support and evaluation of teaching through regular classroom visits and provision of formative and summative feedback to teachers. Direct oversight of curriculum through school-wide coordination across classes and year levels and alignment to school goals
Promoting and participating in teacher learning and development	Leadership that not only promotes but directly participates with teachers in formal or informal professional learning
Ensuring an orderly and supportive environment	Protecting time for teaching and learning by reducing external pressures and interruptions and establishing an orderly and supportive environment both inside and outside classrooms

This is all the polytechnic student need to expand their leadership and skills 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 and behaviour to become a good leader.

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