

# INTERNATIONAL JOURNAL OF RESEARCH IN COMPUTER APPLICATION & MANAGEMENT

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# CONTENTS

<b>Sr. No.</b>	<b>TITLE &amp; NAME OF THE AUTHOR (S)</b>	<b>Page No.</b>
1.	<b>CUSTOMER SATISFACTION IN THE COMMERCIAL BANKS WITH SPECIAL REFERENCE TO NEPAL</b> <i>KESHAV RAJ BHATTA &amp; DR. B. P. SINGHAL</i>	1
2.	<b>COMPUTER VIRTUALIZATION: STRATEGIC ADVANTAGE TO BUSINESS</b> <i>SOMANING TURWALE</i>	5
3.	<b>ROLE OF MANAGEMENT INFORMATION SYSTEM FOR DECISION MAKING PROCESS IN THE ORGANIZATION</b> <i>DR. SAMPADA GULAVANI</i>	7
4.	<b>GAP OF LEADERSHIP SKILLS AMONGST MALE AND FEMALE STUDENTS</b> <i>DR. D M KUMTHEKAR &amp; DR. PAUL D MADHALE</i>	10
5.	<b>CASE STUDY ON MINING BIG DATA</b> <i>M.DHANAMALAR &amp; B.AYSHWARYA</i>	12
6.	<b>SECURE DATA TRANSMISSION IN MOBILE AD-HOC NETWORK USING RDSVDV PROTOCOL</b> <i>A. P. PANDE &amp; A. U. PATIL</i>	14
7.	<b>ENHANCEMENT OF TEMPORAL DATA CLUSTERING WITH CLIPPED GAUSSIAN DISTRIBUTION</b> <i>SARALA.R</i>	18
8.	<b>A COMPARATIVE STUDY ON IDENTIFYING USAGE OF MOBILE BANKING SERVICES IN SELECTED PUBLIC AND PRIVATE SECTOR BANKS</b> <i>DR. S.T. BHOSALE</i>	23
9.	<b>A REVIEW ON THE ROLE OF DATA MINING IN BANK</b> <i>VARSHA MOHITE</i>	30
10.	<b>AN EVALUATION OF WEB SERVICES USED BY CUSTOMERS OF SELECTED BUSINESS SECTORS IN ISLAMPUR CITY</b> <i>MANE HIMMATRAO MAHADEO</i>	32
11.	<b>A PERFORMANCE EVALUATION OF SOFTWARE INSTALLED IN RAJARAMBAPU MILK DAIRY, ISLAMPUR</b> <i>D. R. PATIL</i>	36
12.	<b>IMPACT OF 'MAKE IN INDIA' ON FOREIGN DIRECT INVESTMENT</b> <i>SHRADDHA PRASAD KULKARNI</i>	40
13.	<b>PATIENT'S SATISFACTION TOWARDS SERVICE QUALITY: A COMPARATIVE ANALYSIS OF GOVERNMENT AND MISSION HOSPITAL, MIRAJ</b> <i>M. M. SAMUDRE</i>	43
14.	<b>EFFECTIVE USE OF JOB SHARING IN WORK-LIFE BALANCE</b> <i>M. M. PATIL</i>	46
15.	<b>AN REVIEW OF INTERNET BANKING IN INDIA</b> <i>R. T. THORAT</i>	48
16.	<b>FINDING INVISIBLE AND NON-MEASURABLE IMPEDENCE VALUES INSIDE THE OBJECT</b> <i>A. R. RASAL</i>	50
17.	<b>A ROLE OF DATA MINING TECHNIQUES IN SHARE MARKET INVESTMENT</b> <i>H. SANKAPAL</i>	54
18.	<b>WICHAT: CHAT AND FILE TRANSFER APPLICATION</b> <i>PRADNYAWANT MALAGE</i>	58
19.	<b>DIGITAL PRINTING IN INDIA: SWOT ANALYSIS</b> <i>S.V. CHAVAN</i>	60
20.	<b>A STUDY ON THE IMPORTANCE OF CORPORATE SOCIAL RESPONSIBILITY IN INDIAN COMPANIES</b> <i>AMRUTHA SANTHOSH, LEKSHMY P.R. &amp; NAYANA N NAIR</i>	62
	<b>REQUEST FOR FEEDBACK &amp; DISCLAIMER</b>	65

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## GAP OF LEADERSHIP SKILLS AMONGST MALE AND FEMALE STUDENTS

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**ABSTRACT**

*The classic debate about leadership revolves around the question: "are leaders born or are they made?" (Avolio, 2005). Previously it was believed that leaders are born but now the current concern is 'developing leadership'. Management courses believe that leadership is something that can be taught. Leadership is considered as a process rather than skill. These kinds of programmes tend to consist of a variety of practices that aim to facilitate leadership on a number of levels. It includes public speaking ability, management techniques, ability to process complex ideas, training, knowledge development, and capacity building. On the basis of random convenient sampling, the survey was conducted. A sample of 160 respondents was considered and study was conducted amongst the students in Sangli and Kolhapur. The sample was administered in person. A self-structured questionnaire was used to collect the data. The results clearly indicate that there is significant difference between male and female students for leadership skills.*

**KEYWORDS**

leadership skills, management courses, process, training.

**1. INTRODUCTION**

Leadership remains a complex issue that generates plenty of interest and discussions. Leadership can be defined as a process in which a person tries to influence a set of individuals in the pursuit of achieving individual, group and organizational objectives. Leadership is not confined to people who occupy top positions in organizations. Leadership is needed at all level of organization and can be displayed even by a person who has not been assigned a formal position in the organization. The ability to lead others is a rare quality. It is very difficult at senior position as it requires the interplay of lots of different skills. Leadership is one of the most important challenges facing corporate India and the problem becomes acute when we talk about the leadership quality in females. It seems that the training provided in business schools fall short of preparing individuals to face challenges later in the corporate world. This study is an attempt to find the gap of leadership skills amongst male students and female students.

**2. LEADERSHIP AND LEADERSHIP SKILLS**

A leader works with others to make a difference. He exhibits positive energy, creates something of value that did not exist before and encourages change. Leaders have the quality of initiative integrity, intelligence and perceptive. A skill is an acquired talent that a person develops related to a specific task. Different leadership skills for which a leader can be trained are as follows:

**ADMINISTRATIVE SKILLS:** A good leader has the skill to organize the work more effectively and make high quality decisions. Administrative skills provide the ability to handle the difficult situations effectively.

**COMMUNICATION SKILLS:** One of the most important of leader is communication skills. When one communicates effectively; he/she can reach to everyone with ease. It also strengthens the capability of influencing and persuading others. Overall it develops good rapport with everyone.

**INTERPERSONAL SKILLS:** It refers about the knowledge of human behavior. It includes empathy, charm, diplomacy and persuasiveness. The leader with high interpersonal skills is readily accepted by others.

**CONCEPTUAL SKILLS:** It includes inductive and deductive reasoning, logical thinking and analytical ability.

**3. OBJECTIVE OF THE STUDY**

The objective of the study was to compare the leadership skills of male and female students.

**4. HYPOTHESES**

**H01:** There is no significant difference in administrative skills between male and female students.

**H02:** There is no significant difference in communication skills between male and female students.

**H03:** There is no significant difference in interpersonal skills between male and female students.

**H04:** There is no significant difference in conceptual skills between male and female students.

**5. RESEARCH METHODOLOGY**

A survey was conducted in Sangli and Kolhapur. The institutes which have post graduate courses in management programmes in these two regions constitute universe of the study. 6 institutes have been taken as per convenience by the researcher. Out of total 6 institutes a sample of 160 students was selected (80 were male and rest 80 were female students). A self-structured questionnaire was developed to check the leadership skills learnt and also to compare the leadership skills amongst male and female students. Administrative, communication, interpersonal and conceptual skills were checked through the questionnaire given to the respondents.

**6 ANALYSIS AND INTERPRETATIONS**

TABLE 1: MEAN AND SD OF MALE AND FEMALE STUDENTS

Gender	N	Mean	SD	t value
Male	90	58.58	19.85	6.14
Female	80	46.15	20.42	



**TABLE 2: MEAN AND SD OF MALE AND FEMALE STUDENTS FOR ADMINISTRATIVE SKILLS**

Leadership Skills	Male		Female		t value
	Mean	SD	Mean	SD	
Administrative Skills	15.10	5.08	11.90	5.15	6.28

**TABLE 3: MEAN AND SD OF MALE AND FEMALE STUDENTS FOR COMMUNICATION SKILLS**

Leadership Skills	Male		Female		t value
	Mean	SD	Mean	SD	
Communication Skills	15.07	5.10	11.65	5.14	6.67

**TABLE 4: MEAN AND SD OF MALE AND FEMALE STUDENTS FOR INTERPERSONAL SKILLS**

Leadership Skills	Male		Female		t value
	Mean	SD	Mean	SD	
Interpersonal Skills	14.40	5.28	11.45	5.45	5.45

**TABLE 5: MEAN AND SD OF MALE AND FEMALE STUDENTS FOR CONCEPTUAL SKILLS**

Leadership Skills	Male		Female		t value
	Mean	SD	Mean	SD	
Conceptual Skills	14.28	5.86	11.20	5.85	5.28

Table 1 shows male have high mean value for leadership skills. Table 2,3,4,5 shows that the calculated 't' value is higher than the table value. There is significant difference between the male and female students on the basis of leadership skills. So our null hypotheses (H01, H02, H03, H04) are rejected and alternate hypotheses that there is significant difference between the male and female students for different leadership skills are accepted.

## 7. CONCLUSION

The above results revealed that there is gap between leadership skills between male and female students. Better grooming facility and exposure will provide a platform to excel in leadership skills. This will enable women to realize their full potentials. They will have greater ability to plan their career, life and greater control over circumstances.

## 8. LIMITATIONS OF THE STUDY

The sample elected for the study suffers from many constraints. Sample was selected at micro level. The selection of respondents was based on their willingness to participate and their convenience consequently resulted into constraints. Present study chooses only four factors for leadership skills; however, future researchers can consider the other dimensions. They can opt for more appropriate sampling techniques.

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In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

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