

# Training College Youth for Business Leadership

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**Abstract**—This research focuses on inculcating leadership skills in college students. It also focuses on identifying the qualities of a business leader and helps in assessing how colleges measure leadership qualities in their students. People who are truly strong lift others up. People who are truly powerful bring others together. Leadership is the potential to influence behavior of others. Leadership is both a research area and a practical skill encompassing the ability of an individual or organization to lead or guide other individuals, teams, or entire organizations. A business is an organization or enterprising entity engaged in commercial, industrial, or professional activities. Businesses range in scale from a sole proprietorship to an international corporation. Well-designed leadership development experiences get high end-of-program evaluations but fail to produce changes in individual or organizational performance. Why is this? Individual learning doesn't often translate into organizational change. In order to behave differently, our research shows that leaders need support from their immediate superior to put to use what they have learned. Business leadership is not a 9-5 desk job but way beyond that. Effective business leadership requires a deep understanding of the organization; the people who run it; the context in which it operates; and perhaps most importantly, self-insight. Businesses need leadership that provides direction. It is important to involve good leaders for businesses to prosper well because poor quality leaders bring about dismal performance in businesses.

**Keywords:** Leadership, Business, Business leadership.

## Introduction

This research focuses on identifying the qualities of a business leader and helps in assessing how colleges measure leadership qualities in their students. Leaders are made not born. A leader is the one who helps other in achieving their goals and not one who bosses around. They are people who guide and direct people in achieving a common goal. Business leadership is not a 9-5 desk job but way beyond that. This research consists of a survey of 133 people in total. It has a mix of both corporate and students. The survey was conducted to understand the views of people on the qualities of leader, the role of college / educational institutes in molding the students to be better leaders.

## Objectives

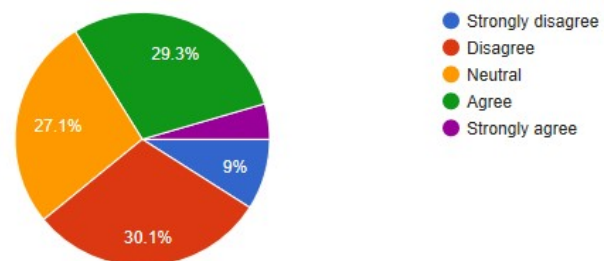
- To identify and compare qualities of a leader and business leader.
- To study as to how the colleges are measuring the qualities inculcated in students.

## Hypothesis

*Colleges do not have a well-defined or well directed system for inculcating leadership quality in college.*

1. ***Employees need to be supervised closely or they are not likely to do their work.***

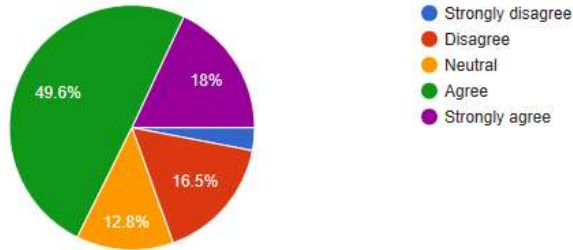
This question helps us in determining if the supervision of a leader compulsory and if employees can take up responsibilities. The supervision is not necessary, and people must take up responsibilities and not depend completely on the leader.



The research results are divided with majority people varying from disagreeing, being neutral and agreeing. It can be said people need some amount of monitoring from their leaders in order to complete the given task.

2. ***Effective leaders should give orders and clarify procedures***

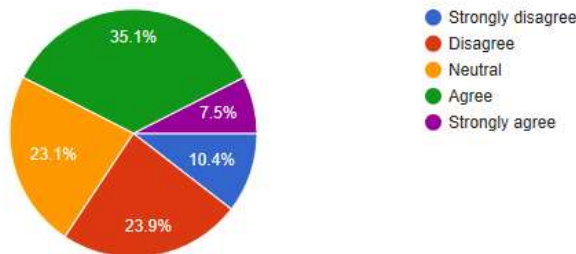
This question helps in determining the leadership quality of allocating work and responsibilities amongst the team members. The leader must help team members in case of any problems they face and must explain the task clearly.



More than half of the respondents agree to the above said statement. We can conclude that it's necessary that a leader helps his/her team members and is clear about the task he assigns the team members.

**3. The leader is the chief of the achievements of the members of the group.**

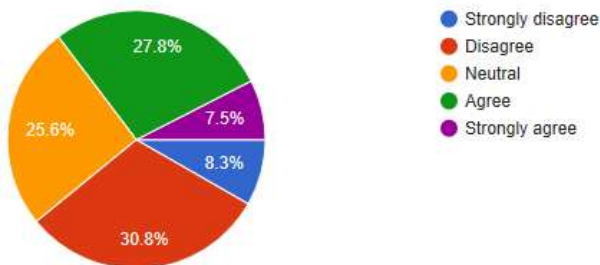
The above statement helps in understanding the position of the leader in the group. The leader must not take complete credit for the task completion. As a good leader is one who gives the completion credit to the team who has worked hard in its completion.



The respondents seem to have a different opinion. It can be concluded that in their view, a leader must take the credits for the achievements of the team and not the team.

**4. Leadership requires staying out of the way of subordinates as they do their work.**

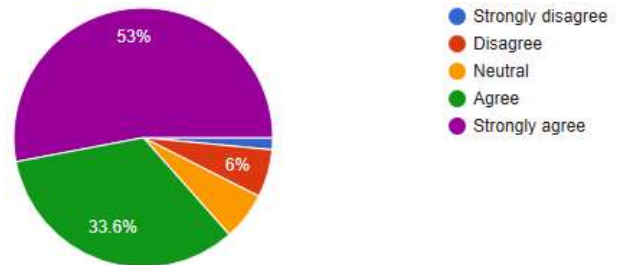
This statement helps in understanding whether leader can trust his team with the responsibilities assigned to them. It is very necessary for the leader to allow his team mates to experiment new methods and techniques of finding a solution thereby giving them a better understanding of the task.



The results are varying between agreeing, being neutral and disagreeing. We can conclude that some amount of intervention is necessary by the leader. He cannot be a Laissez-faire leader.

**5. Leader must take into consideration the interest of the organization or team and not that of the individual.**

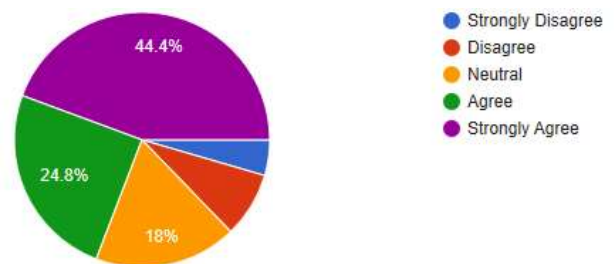
This statement helps in testing if the leader values the organization or team member more. A leader must strike a balance between the interest of both the organization and the individual's interest. It is necessary to consider both the interest for mutual benefit.



The members have a different opinion. As a conclusion, it can be said that he must take the organizational goals into consideration before that of the individual.

**6. Providing guidance without pressure is the key to being a good leader.**

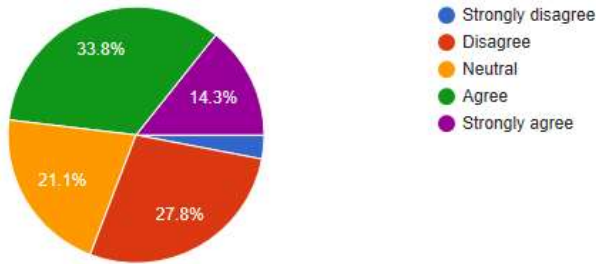
This statement helps in understanding the temperament of the leader and how he reacts under stress situations. The leader is expected to have a cool temperament and guide team members in a composed manner to ensure smooth working and tension free environment.



The respondents also conclude that it is necessary for leader to provide guidance without pressure.

**7. Leaders must give work inputs to subordinates at all times.**

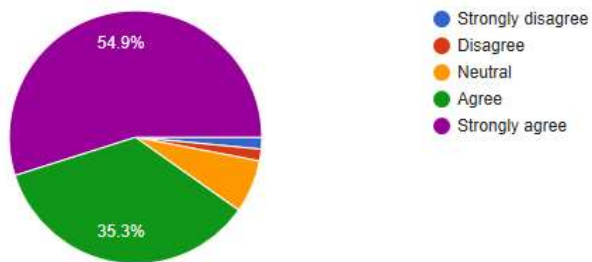
A leader must give work inputs as when he feels the work is not going in sync with the objective. This also gives an insight into the work of the subordinates.



The answer is again divided into agreeing, being neutral and disagreeing. It can be said that it's better not to interfere too much into the work of subordinates as it would not make way for new ideas or innovation.

**8. It is necessary for educational institutes to give special training to students and mold them into better leaders.**

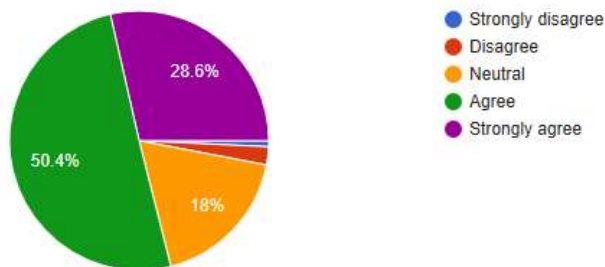
Educational institutes form the base of a person's characteristics and helps them mold into a better person. It teaches students to take up responsibilities and lead other fellow students in that right direction.



The respondents agree with the above said statement with more than half of them replying in the affirmative. Hence, it can be concluded that educational institutes must train students to make them effective leaders.

**9. The presence of a student council helps in inculcating leadership qualities among students.**

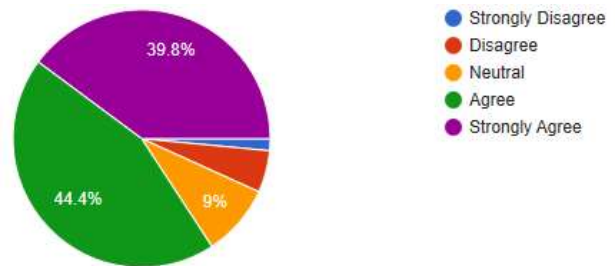
A student council helps in building the new age leaders. They bear responsibilities of the entire college thereby making them responsible for their actions and decisions.



The respondents again agree in unison. But another point to be remembered is that not all the institutions have a student council. Hence, it cannot be the only way to get leaders for tomorrow but none the less it instills a lot of leadership skills in a person.

**10. The rise of a leader takes place when students are given an opportunity to lead at college level.**

When students are given any kind of responsibility at college level, it helps them grasp new skills on leadership.



Almost 70% have voted to agree on the above said statement. The presence of student councils or even conducting normal inter class activities help them inculcate leadership skills and team building skills. Colleges and other educational institutes play a major role in molding the leaders for tomorrow.

**Conclusion**

After the survey, we can come to several conclusions.

- Employees need some amount of supervision when the work is done
- Leaders are expected to give orders and clearly explain procedures to team members
- The members who took the survey are of the opinion that a leader must take accolades for the achievement of the team
- Leaders should not micro manage
- The respondents are of the opinion that a leader must put the organizational goals above those of the individual or team member
- The leader is supposed to give provide guidance without succumbing to pressure
- The leader must give work inputs to team members from time to time
- Educational institutes must train students to inculcate leadership qualities in them
- College unions prove to be a huge step which inculcates leadership qualities at a college level
- Students are said to rise as a leader when given opportunities at college level

**Summary**

With the help of the above drawn conclusions, we can say that there have been many qualities of leaders which are listed. It can also be said that educational institutes play a very important role in building future leaders. Educational institutes these days take commendable efforts in inculcating leadership

qualities in their students. It is necessary that in the era of cut throat competition, students must have leadership qualities to make a mark for them self. Educational institutes are taking a step towards having a well directed system to inculcate leadership skills in students.

**Acknowledgment**

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