



**A STUDY ON THE EFFECT OF PERSONALITY AND LEADERSHIP BEHAVIOR ON DECISION
MAKING OF SECONDARY SCHOOL TEACHERS**

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Abstract

A Teacher acts as a mason who builds the fabric of the society. The teacher has to perform number of managerial functions such as to plan, organize lead and control all the class and to do so, have to take certain decisions. Present study has been designed to examine the effect of personality and leadership behavior on decision making style of secondary school teachers. Total 300 secondary school teachers (150 males and 150 females) was taken as sample from Bhilai city. The investigator has selected random sampling method. The leadership preference scale (1995), English version by L.I. Bhushan, Personality Behavior Scale by UpinderDhar and Manisha Jain and Decision making style scale (2009), Hindi version by Sharma and Sharma was used. The data obtained were subjected to statistical analysis such as F-ratio 2x2x2. From the result it was being concluded that there is no effect of Leadership Behavior on the decision making style of teachers and there was effect of Personality, area and sex on Routine decision making.

INTRODUCTION

Education is one of the factors affecting the physical and mental growth of an individual. The quality of education depends upon various factors. The teacher is however the most important factor for quality improvement. The role of teacher has to take on new dimensions as they consist of position, rules and responsibilities working for the attainment of the pre-defined goal of a classroom system.

Teacher is the leader of a class, she act as the mason who builds the fabric of society. The teacher walks on a tight rope between the reality of today and the anticipation of tomorrow and the distance future. Therefore the role of a teacher has to take on new dimensions (Mustiary Begam, 2006). The teacher is one who teaches. She/he is a person who has knowledge in any field and tries to pass on his/her acquired and accumulated knowledge to any person who is ignorant about that kind of knowledge and needs that knowledge. (Najma Unnisa, 2007). The traditional role of a teacher as imparting knowledge to student to sustained develop life has been gradually changed. In today's situation

possession of simple factual information to transact curriculum is not enough. The teacher has to perform a number of managerial functions in several areas. The teacher of the 21st century has to plan, organize, lead and control the effects of all the available new material resources and variable involved in the process of teaching and learning in such a way as to achieve stated teaching-learning objectives with maximum efficiency and effectiveness. A good teacher is one who has commitment and vision to find a way or make a way, touching more lives affecting the outcome of so many futures. Meyers, B. and Meyers, J. (2001) expressed the importance of leadership behavior on the patron of decision making. Leadership is behavior that affects the behavior of other people more than their behavior affects that of the leader. A decision is an act of choice where in and executive forms a conclusion about what must be done in a given situation. A decision represents a behavior chosen from a number of possible alternatives.

OBJECTIVES

- v To study the effect of level of leadership behavior and Personality on Routine decision making of schools teachers.
- v To study the effect of sex and area on decision making of schools teachers.
- v To study the effect of interaction between level of leadership behavior, personality and area on decision making on school teachers.

METHODOLOGY

SAMPLE- The investigator used random sampling technique for selecting the sample.

TOOL- The investigator used following tools for the present study.

- The leadership preference scale developed by Bhushan, L. I. (1995).
- The decision making style scale developed by Sharma and Sharma (2009).
- The Personality Behavior Scale by Upinder Dhar and Manisha Jain.

Result

ANOVA Table .1

S.No	Source	DF	SS	MS	F	Result
1	Area	4960.516	1	4960.516	70.453**	Significant
2	Personality	150.012	1	150.012	2.131	N Significant
3	Leadership	115.278	1	115.012	1.637	N Significant
4	Area x Personality	24.886	1	24.886	.353	N Significant
5	Area x Leadership	24.652	1	24.652	.350	N Significant
6	Personality x Leadership	269.305	1	269.305	3.825*	Significant
7	Area x Personality x Leadership	343.384	1	343.384	4.377*	Significant
	Error					
		23516.690	334			
		249041.000	342			
**Significant p<0.01 *Significant p<0.05						

The results of the above tables show that the effect of personality behavior Ethical judgment style The effect of personality behavior of male teachers has not been found on their ethical decision style But such decisions are taken in urban areas, rather than rural education, through female education. That means that such decisions will be taken by them in the rural areas. In this way the leadership style had no effect on the criminal decision. Espnes (2001), Catiporic (2011) confirm that the functioning of rural and urban areas is varied. Amlor (1993), Sabesan (1993) Studies also found that the basis of personality and personality of a man and woman vary in their decision style. Sharma (1986) and Pandey (1995) confirm the fact that there is no evidence of any kind of work with the leadership ability. The result of this study is partly in favor of the above studies.

EDUCATION IMPLICATION

From the above result we can conclude that teacher is the base of education. Thus we must respect them by giving rights. Teacher is not only responsible for the physical and mental development of an individual through education but also guide and support the child. So they must be set free or independent to take the decision in area regarding education for individual development. Teacher knows the interest ability and capacity of a child better than their parents. So the facility should be given to teacher to develop more and more interest capabilities in the child for the benefit of his future. Teacher should be given maximum facilities because they are the one who were making the strong base of student and help in shaping their future.

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