

An Empirical Study on Unrecognized and Future Indian Leaders

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Abstract: Leadership is art of influencing and motivating a group of people to act towards achieving a common goal. Many shunned Indian leaders have contributed towards the global leadership environment. The work of these leaders is not valued much. This research builds our understanding of emerging corporate and private Indian foundations through the lens of their founders—India's new generation of high-net-worth business leaders who are not so recognised by people.

In understanding behavior leadership among the students, the starting point remains the leadership qualities that are in the domain of personal attitudes and beliefs. 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 student has still need to improve to make sure they can compete better when in the working environment.

Key Words: Leadership, unrecognized leaders, student leadership, leadership skills

I. INTRODUCTION

According to Keith Davis 'Leadership is the ability to persuade others to seek defined objectives enthusiastically. It is a human factor which binds a group together and motivates it towards goals.' (Sharma, Sharma, & Gupta, 2011). Leaders are the people who influence others. There are some leaders who have made a huge difference to the society. These leaders are not associated with any of the companies and hence their efforts go unrecognised.

Psych Leadership Skill Test on the other hand is a psychometric test that is used to identify the leadership traits among the people. This test can be used to identify the reaction of perspective leaders under different situations.

Objectives

- To study the contribution of emerging unrecognised Indian leaders towards global leadership development.
- To identify the leadership traits possessed by Indian youth.
- To identify the gap between existing and expected leadership qualities.

II. RESEARCH METHODOLOGY

- The study was conducted by collecting data from primary as well as secondary sources.
- Primary data was collected from 168 respondents through "Psych Leadership Skill Test". The age of the respondents ranged from 18-25 years.
- The data collection is also done on secondary basis for the purpose to meet objective of research paper. The sources from where the data is collected for the present study is listed below-
 - ❖ Research papers on related topics have been used for the inputs
 - ❖ Web resources and Reports, Journals, Magazines, Newspapers, like India today, Forbes, ET, ASSOCHAM, research gate etc.

III. RESULT AND ANALYSIS

- A study about some unrecognised Indian leaders: TABLE 1

<ul style="list-style-type: none"> • Name: Harish Hande • Age: 59 years • Occupation: social energy based entrepreneur • About: ceo and founder of selco, a company rendering sustainable energy source to rural region of the country • Impact: Selco has contributed over 120000 installation and more than 25 operating retail services centres. • Achievements: Ramon magsaysay award 	<ul style="list-style-type: none"> • Name: Sumita ghose • Age: 61 years • About: Founded Company "Rangsutra" aims to revive craftsmanship and talent that is unharnessed in rural India and providing them deserving recognition. • Impact: Sustainable livelihood for artisans and farmers, by creating top quality hand-made products based on the principles of fair trade over 2500 artisans. • Achievements: Nari shakti puraskar 	<ul style="list-style-type: none"> • Name: Rajendra singh • Age: 60 years • About: He is an Indian water based conservationist and environmentalists from alwardistrict, rajasthan • Impact: Brought water to 1000 villages. His methods prevented floods, restored soil and rivers and brought back wildlife. a as his technique is cheap and simple which should be followed worldwide. • Achievements: Ramon Magsaysay award, Jamnalal Bajaj award, Stockholm prize and ahimsa award. 	<ul style="list-style-type: none"> • Name: Vinayak Lohani • Age: 59 years • About: Founder of "parivaar" ashram for orphans, tribals and daughter prostitutes. • Impact: Provide 14000 children meals, education and overall child development • Achievements: national child welfare award, Sanskriti award, CNN-IBN young leader of the year and Swami Rama humanitarian award.
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LEADERSHIP TRAITS IDENTIFIED ON THE BASIS OF ABOVE STUDY:

- Courage
- Communication
- Ability to inspire
- Confidence
- Honesty
- Optimism
- Decision making capabilities

(B) Research findings

TABLE 2: STUDY OF POSITIVE ATTRIBUTES

Variables	ALWAYS	SOMETIMES	NEVER
I get angry over small things	75%	19%	6%
I feel confident that other will accept my ideas and decision	34.4%	56.2%	9.4%
I hesitate to seek advice from my subordinates	61.3%	21.4%	17.3%
I find it difficult to prioritise my tasks	24.7%	59%	16.3%

TABLE 3: A STUDY OF NGATIVE ATTRIBUTES

Variables	ALWAYS	SOMETIMES	NEVER
It's up to me to set the bar how the people under my leadership work	75%	19%	6%
I get upset when things don't go on my way	78.2%	17.7%	4.1%
I can calm myself down when I am under stress	61.3%	21.4%	17.3%
I maintain a positive attitude when things look bad.	24.7%	55%	20.3%

IV. CONCLUSIONS

- India being the second highest populated nation of the world possesses leaders of utmost talent and loyalty. Each leader has its own unique leadership style.
- As explained in the paper people with zero percent recognition have contributed selflessly for the betterment of society and if the question is whether Indians has leadership skills or not , then according to the results of the test conducted on 168 respondents it was found that the major portion of the youth possess leadership qualities . But there are certain leadership traits like risk taking ability, Innovative skills, optimism etc which needs to be developed among the Indian youth.

Limitations

- Small sample size
- The test considered only a few leadership traits.
- The Psych test was considered lengthy by the respondents.

Suggestions

- Government should take necessary steps to recognize and appreciate the work of the unpopular leaders which would boost their morale and also will encourage others.
- To identify their strengths and weaknesses students should take self-evaluation tests from time to time.
- Peer groups should take efforts to encourage students to take things positively
- Curriculum for the youth should be designed in such a manner so that it helps them to identify and enhance their leadership qualities.
- Academicians should ensure orderly and supportive environment.

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