THE IMPACT OF THE RELATIONSHIP BETWEEN SELF-CONCEPT AND LEADERSHIP AMONG IT INDUSTRY EMPLOYEES IN CHENNAI

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ABSTRACT

The present study aims to find out the Impact of the Relationship between Self-concept and Leadership among IT Industry Employees in Chennai. A sample of 112 respondents selected randomly were studied. A questionnaire method of survey was used to find out the Impact of the Relationship between Self-concept and Leadership among IT Industry Employees. The data were collected by using questionnaire as an instrument. Correlation, Regression and Post-Hoc test was applied in the present study. The findings and observations are the result and outcome of the interpretations made during the study of analysis.

Key words: Self-concept, Leadership, Personality and IT industry employees.

INTRODUCTION

Self-concept has been regarded as a very broad and stable structure almost un differentiated. One solution has been to regarded the Self-concept as a collection of images, schemas, conception, prototypes and like the individual are active constructive processors of information in doing this it is necessary for them to organize summarize, and account for their behaviour.

The self schemata become cognitive representation based upon the specific events in out lives. The schemata are derived from information the individual processes and they influence input and output of information relative to the self the self schemata are of course stored in memory once. Established and once there are repeated experience accumulated that are relevant to them Self-concept become increasingly resistant to charge.

Self-concept is a dominant feature of one's personality. It develops an individual's behaviour and attitudes. It is a key to self confidence which is the secret of success in life. If Self-concept is faculty it may make a big difference in one's self confidence, in the activities he engages, in his relationship with others and in his achievement in general. The self constitutes a person's world as distinguished from the outer world consisting of all other people and things. The self is a term used to refer to one of the highest levels of personality organization. The individual's socially relevant habits, attitude, ideals, value systems and self constitute a

hierarchy of organizational levels with in the personality. The individuals Self-concept is largely a reflection of other's evaluation of him. This evaluation comes to be internalized as a Self-concept.

"Self-concept" though not easy to define, has been defined in various aspects. One-line definition deals with Self-concept with reference to the individual's assessment of himself. Self-concept according to this perspective tends to be more subjective than objective. According to William A. Mehrans how a person perceives himself will be termed as his Self-concept "Self-concept" according to Kehas is "the cluster of the most personal meanings a person attributes to the self".

Much research has focused on identifying leadership excellence. Such studies indicate that successful leadership depends more on appropriate behaviour, skills and actions, and less on personal traits. Apart from that modern studies have shown that some of the psychological variables such as emotional intelligence, stress coping skills, conflict management and personality also influenced the Leadership Excellency. Leaders have played a vital role in different affairs and matters in the earliest recorded history. Historians gave considerable attention to the role of politicians and statesman in the development of empires, territories and nations. In Modern society both organizational and informal activities alike are characterized by a difference in the contributions of leader. Leadership was found to be the most critical factor, confirming its key role in the success of any institution.

Leadership has been described as the "process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task". Definitions more inclusive of followers have also emerged. According to Ogbonnia SKC, (2007) "effective leadership is the ability to successfully integrate and maximize available resources within the internal and external environment for the attainment of organizational or societal goals".

According to Encyclopedia of Social sciences "Leadership refers to the relation between an individual and a group around some common interest and behaving in a manner directed or determined by him (the leader)". Peter Drucker (1974) defines leadership as "lifting of man's visions to higher rights, the raising of man's personality beyond its normal limitations". The author further states that leadership refers to the abilities of a single individual to organize a business he himself could run, contract, enhance. It will rather be the ability to create and direct an organization for the new". Thus, leadership is a collective activity. It is no longer person oriented (or) individual oriented. It is near to the concept of co-operative leadership.

Further, leadership is an institutional phenomenon. If refers to a role or a set of roles whose influences are conditioned by the characteristics of the group members. Of course, the personalities of leaders are influenced by the situation. But the true leader should get a collective group foundation. Then only the leadership can hope to achieve the goals of organization. Also leadership is the position of power held by an

individual in a group to exercise interpersonal influence on the group members for mobilizing and directing their efforts towards certain objectives. In short, leadership is an act of influencing group activities towards accomplishment of goal in a given situation. "The leader should be trained in such a way that how effectively the human capital in an organization can be effectively utilized to minimize mindless task, meaningless paper work and unproductive sights".

REVIEW OF LITERATURE

Lenka Ďuricová and Terézia Šugereková (2016), "A Manager ´s self-concept in the context of their leadership style within McGregor´s theory", The aim of the present study is to examine a manager´s self-concept as a potential source of their leadership philosophy. The research study is focused on the verification of the relationship between particular aspects of a manager´s self-concept (especially self-esteem and self-efficacy) and of their employees´ leadership style in the context of theory X/Y. On the basis of previous research results and theoretical outcomes, we presuppose the relationship between a manager´s attitude to themselves and their attitude to the employees. McGregor´s theory is still relevant more than 50 years after its publication because it has a solid foundation. Although empirical studies examining the theory X and Y managerial assumptions in a work environment were very scarce for a long time, in recent years there have been several research studies examining the effect of leader´s X/Y managerial assumptions on follower´s attitudes and behaviour. However, we are more interested in the individual leader´s self-concept in respect to the preferred leadership philosophy.

Ashraf Feizabadi, Zahra Abdolvahabi, Mousa Abdolbaghi and Javad Najafi (2015), "Relationship between Mental Health and Physical Self-Concept among the Female Body Building Coaches in Tehran Clubs", The aim of the present study is to examine the relationship between mental health and physical self-concept among the female body building coaches in Tehran clubs. The current study is descriptive– correlation and is conducted as field. Statistical population is all the female body building coaches in Tehran clubs and 225 coaches were randomly selected as the sample size. The measuring instruments are physical self-concept questionnaire (Marsh et al, 1994) and general mental health questionnaire (GHQ-28) and the Professors confirmed its validity and the reliability of the data were obtained from the Cronbach's alpha coefficient, respectively, as 0/91 and 0/86. The data were analyzed using Pearson's correlation coefficient. The results showed that there was a significant inverse relationship between mental health and physical self-esteem. The significant association was not found between self-esteem and social maladjustment. According to the present results one could say that physical self-concept is one of the factors influencing mental health, So physical activity is one of the things that can enhance physical self-concept.

OBJECTIVES OF THE STUDY

- To find out the Impact of the Relationship between Self-concept and Leadership among IT Industry Employees, Chennai.

- To analyse out the significant relationship between Self-concept and Leadership among IT Industry Employees.
- To find out the post-hoc variation of relationship with Self-concept and Leadership on the basis of their demographic variables

METHODOLOGY

The interview schedule consisted of a number of questions in the printed form. The researcher is particularly keen in selection of samples with adequate proportion of the each category which provides representation of the respondents. The respondents selected through Simple Random Sampling method. 125 questionnaires distributed in the various IT industry employees in Chennai. Five respondents not retuned the questionnaire and Eight respondents data were found to be with incomplete answers. Thus the researcher finalized the total number of the respondents as 112 for the study. The investigator personally distributed the questionnaires to each member of the randomly selected sample. This type of secondary data was collected from the books and journals. The collected data were analysed using appropriate statistical techniques. They were requested to answer the items in the booklet as per the instructions provided at the beginning of each questionnaire. Confidentiality of response was assured. The employees were co-operative and took one hour to fill the information in all the questionnaires. The questionnaires were collected by the investigator from the employees. The responses were scored as per the scoring key of the respective questionnaire. Then the results were tabulated, analysed and discussed. Primary data and secondary were used for data collection in the project report. First time collected data referred to as primary data. In this research, the primary data was collected by means of interview schedule. The primary data was collected from 112 IT industry employees in Chennai. In order to study the functional dependencies to indicate the likelihood of causal relationships between the variables, inferential statistical techniques of product moment correlation, step-wise regression and path analysis were computed.

Tools Descrption

Self-concept Scale:

Robson Self-concept Questionnaire (Robson, 1989) This is a 30-item questionnaire for assessment of self-esteem with good reliability and validity. Defining self-esteem as a composite and not single entity, the scale assesses seven components of self-esteem: subjective sense of significance; worthiness; appearance and social acceptability, competence, resilience and determination; control over personal destiny and the value of existence. The individual is asked to indicate how much they agree or disagree with each statement, according to how they typically feel. The answers are scored on a scale of 0-5 and a total score is calculated. A high score represents high self-esteem, with 100 being considered the “normal” mean with a standard deviation of 20 (Romans et al., 1996; Robson, 1989). This measure has been used previously in studies with people with

psychosis (e.g. Close and Garety, 1998; Freeman et al., 1998) and correlates highly with Rosenberg's (1965) measure of self-esteem (Robson, 1989).

Leadership Questionnaire

Leadership Excellence Scale by Kouzes & Posner (1998) consists of 30 statements which explores the different dimensions of leadership such as: modeling the way (item no's 4, 9, 14, 19, 24 and 29); inspiring a shared vision (item no's 2, 7, 12, 17, 22 and 27); challenging the process (item no's 1, 6, 11, 16, 21 and 26) enabling others to act (item no's 3, 8, 13, 17, 25 and 28) and encouraging the heart (item no's 5, 10, 15, 20, 25 and 30). There are five response categories for each item as: Rarely or seldom (1), once in a while (2), sometimes (3), often (4), and very frequently (5). The total score of all the 30 items is the indicators of leadership practice. The subjects were asked to tick (√) in any one of the five responses for all the 30 statements. The tools revised and modified by the researcher. Finally estimates consist of 12 statements.

ANALYSIS AND INTERPRETATION

Table 1

Showing Mean, SD and Post-Hoc test of Years of experience sub sample groups on the basis of their Self- Concept among industry employees

Years of experience	Groups	N	Mean	Standard Deviation	Post Hoc t-ratio	Probability Value
Below 10 years	A	24	44.00	0.000	3.112	0.013*
11 to 20 years	B	30	46.60	4.349		
Below 10 years	A	24	44.00	0.000	3.769	0.002*
21 to 30 years	C	50	46.72	2.979		
Below 10 years	A	24	44.00	0.000	2.992	0.024*
Above 30 years	D	8	45.00	2.811		
11 to 20 years	B	30	46.60	4.349	1.342	0.142^{NS}
21 to 30 years	C	50	46.72	2.979		
11 to 20 years	B	30	46.60	4.349	2.881	0.012*
Above 30 years	D	8	45.00	2.811		
21 to 30 years	C	50	46.72	2.979	2.768	0.026*
Above 30 years	D	8	45.00	2.811		

Source : Primary Data

* Significant at 0.01 level NS – Not Significant

Hy : There is a significant difference between self-concept among industry employees on the basis of their Years of experience.

The mean scores of the four groups are compared by a t-ratio. The difference between the groups A and B (t=3.112 and Probability Value is 0.013), A and C (t=3.769 and Probability Value is 0.002), A and D (t=2.992 and Probability Value is 0.024), B and D (t=2.881 and Probability Value is 0.012) and C and D (t=2.768 and Probability Value is 0.026) are statistically significant at 0.01 level. Between the groups B and C (t=1.342 and

Probability Value is 0.142), the difference is not significant. So it is concluded that, there is a significant difference between the self-concept on the basis of their years of experience.

Table 2

Showing Mean, SD and Post-Hoc test of Education sub sample groups on the basis of their Self-Concept among industry employees

Education	Groups	N	Mean	Standard Deviation	Post Hoc t-ratio	Probability Value
Under Graduate	A	11	47.18	4.854	2.491	0.016*
Post Graduate	B	16	45.00	0.000		
Under Graduate	A	11	47.18	4.854	3.987	0.012*
Professional	C	112	45.71	0.840		
Post Graduate	B	16	45.00	0.000	1.114	0.125^{NS}
Professional	C	112	45.71	0.840		

Source : Primary Data
* Significant at 0.01 level NS – Not Significant

Hy : There is a significant difference between self-concept among industry employees on the basis of their Education.

The mean scores of the three groups are compared by a t-ratio. The difference between the groups A and B (t=2.491 and Probability Value is 0.016), A and C (t=3.987 and Probability Value is 0.012) are statistically significant at 0.01 level. Between the groups B and C (t=1.114 and Probability Value is 0.125), the difference is not significant. So it is concluded that, there is a significant difference between the self-concept on the basis of their education.

Table 3

Showing Mean, SD and Post-Hoc test of Monthly Gross Salary sub sample groups on the basis of their Leadership among industry employees

Monthly Gross Salary	Groups	N	Mean	Standard Deviation	Post Hoc t-ratio	Probability Value
Rs.21,000-Rs.35,000	A	19	18.53	0.905	3.343	0.002*
Rs.36,000-Rs.50,000	B	39	23.18	8.596		
Rs.21,000-Rs.35,000	A	19	18.53	0.905	2.589	0.012*
Rs.51,000-Rs.60,000	C	44	20.05	3.641		
Rs.21,000-Rs.35,000	A	19	18.53	0.905	2.282	0.035*
Above Rs.60,000	D	10	19.00	0.000		
Rs.36,000-Rs.50,000	B	39	23.18	8.596	2.115	0.039*
Rs.51,000-Rs.60,000	C	44	20.05	3.641		
Rs.36,000-Rs.50,000	B	39	23.18	8.596	3.036	0.004*
Above Rs.60,000	D	10	19.00	0.000		
Rs.51,000-Rs.60,000	C	44	20.05	3.641	2.115	0.054*
Above Rs.60,000	D	10	19.00	0.000		

Source : Primary Data
* Significant at 0.01 level NS – Not Significant

Hy : There is a significant difference between Leadership among industry employees on the basis of their Monthly Gross Salary.

The mean scores of the four groups are compared by a t-ratio. The difference between the groups A and B (t=3.343 and Probability Value is 0.002), A and C (t=2.589 and Probability Value is 0.012), A and D (t=2.282 and Probability Value is 0.035), B and C (t=2.115 and Probability Value is 0.039) and B and D (t=3.036 and Probability Value is 0.004) and C and D (t=2.115 and Probability Value is 0.054) are statistically significant at 0.01 level. So it is concluded that, there is a significant difference between the Leadership on the basis of their Monthly Gross Salary.

Table 4

Showing Mean, SD and Post-Hoc test of Department sub sample groups on the basis of their Leadership among industry employees

Department	Groups	N	Mean	Standard Deviation	Post Hoc t-ratio	Probability Value
Administration	A	24	18.88	0.992	2.555	0.016*
Maintenance	B	30	22.70	8.125		
Administration	A	24	18.88	0.992	2.574	0.013*
Technical	C	50	21.00	5.660		
Administration	A	24	18.88	0.992	4.322	0.000*
Others	D	8	18.00	0.000		
Maintenance	B	30	22.70	8.125	1.009	0.318^{NS}
Technical	C	50	21.00	5.660		
Maintenance	B	30	22.70	8.125	3.168	0.004*
Others	D	8	18.00	0.000		
Technical	C	50	21.00	5.660	3.748	0.000*
Others	D	8	18.00	0.000		

Source : Primary Data

* Significant at 0.01 level NS – Not Significant

Hy : There is a significant difference between Leadership among industry employees on the basis of their Department.

The mean scores of the four groups are compared by a t-ratio. The difference between the groups A and B (t=2.555 and Probability Value is 0.016), A and C (t=2.574 and Probability Value is 0.013), A and D (t=4.322 and Probability Value is 0.000), B and D (t=3.168 and Probability Value is 0.004) and C and D (t=3.748 and Probability Value is 0.000) are statistically significant at 0.01 level. Between the groups B and C (t=1.009 and Probability Value is 0.318), the difference is not significant. So it is concluded that, there is a significant difference between the Leadership on the basis of their Department.

Table 5

Showing Mean, SD and Post-Hoc test of Age sub sample groups on the basis of their Leadership among industry employees

Age	Groups	N	Mean	Standard Deviation	Post Hoc t-ratio	Probability Value
21 to 30 years	A	29	19.41	4.625	2.411	0.020*
31 to 40 years	B	29	23.90	8.882		
21 to 30 years	A	29	19.41	4.625	0.620	0.538^{NS}
41 to 50 years	C	44	20.05	3.641		
21 to 30 years	A	29	19.41	4.625	0.482	0.634^{NS}
51 to 60 years	D	10	19.00	0.000		
31 to 40 years	B	29	23.90	8.882	2.216	0.033*
41 to 50 years	C	44	20.05	3.641		
31 to 40 years	B	29	23.90	8.882	2.969	0.006*
51 to 60 years	D	10	19.00	0.000		
41 to 50 years	C	44	20.05	3.641	2.095	0.054*
51 to 60 years	D	10	19.00	0.000		

Source : Primary Data
* Significant at 0.01 level NS – Not Significant

Hy : There is a significant difference between Leadership among industry employees on the basis of their Age.

The mean scores of the four groups are compared by a t-ratio. The difference between the groups A and B (t=2.411 and Probability Value is 0.020), B and C (t=2.216 and Probability Value is 0.033), B and D (t=2.969 and Probability Value is 0.006), C and D (t=2.095 and Probability Value is 0.054) are statistically significant at 0.01 level. Between the groups A and C (t=0.620 and Probability Value is 0.538) and A and D (t=0.482 and Probability Value is 0.634), the difference is not significant. So it is concluded that, there is a significant difference between the Leadership on the basis of their Age.

Table 6

Showing Mean, SD and Post-Hoc test of Designation sub sample groups on the basis of their Self-Concept among industry employees

Designation	Groups	N	Mean	Standard Deviation	Post Hoc t-ratio	Probability Value
Technical Engineer	A	37	45.32	0.973	2.445	0.015*
Senior Technical Engineer	B	65	46.81	4.501		
Technical Engineer	A	37	45.32	0.973	1.024	0.214^{NS}
Manager	C	10	45.00	0.000		
Senior Technical Engineer	B	65	46.81	4.501	3.145	0.024*
Manager	C	10	45.00	0.000		

Source : Primary Data
* Significant at 0.01 level NS – Not Significant

Hy : There is a significant difference between self-concept among industry employees on the basis of their Designation.

The mean scores of the three groups are compared by a t-ratio. The difference between the groups A and B (t=2.445 and Probability Value is 0.015), B and C (t=3.145 and Probability Value is 0.024) are statistically significant at 0.01 level. Between the groups A and C (t=1.024 and Probability Value is 0.214), the difference is not significant. So it is concluded that, there is a significant difference between the self-concept on the basis of their Designation.

Table 7

Correlation between the Self-concept and Leadership among IT industry employees

	Self-concept	Probability Value
Leadership	0.811*	0.000

Source : Field Survey
* Significant at 0.01 level

Self-concept is positively and significantly related to Leadership (0.811). So there is a positive relationship between Self-concept and Leadership among the IT industry employees. So, impact of the relationship between Self-concept and Leadership among IT industry employees.

Table 8

Stepwise regression analysis predicting Self-concept and Leadership

Sl.No	Step/Source	Cumulative R^2	ΔR^2	Step t	P
1.	Leadership	0.844	0.043	16.114	0.01

Source : Field Survey * P < 0.01
Constant value = 13.924

Leadership has significantly contributed for predicting the Self-concept. The variable Leadership predictive value of Self-concept seems to be 0.844. The predictive value of these variables separately is 0.01.

MANAGERIAL IMPLICATIONS

The study focused on Impact of the Relationship between Self-concept and Leadership Among IT Industry Employees in Chennai. The researcher selected 112 samples randomly from small and medium scale IT industry which are associated to Chennai. To study the variables Self-concept and Leadership, standardised research instruments are used after validation by conducting pilot study and the necessary data were collected. The objectives and hypotheses are tested using statistical tools such as Correlation, Regression and Post-Hoc test. Results reveal that there is a significant Impact of the Relationship between Self-concept and Leadership Among IT Industry Employees. So, concluded that there is a significant difference between self-concept and personality among industry employees on the basis of their variables.

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