

Vol 4 Issue 8 Feb 2015

ISSN No :2231-5063

International Multidisciplinary
Research Journal

Golden Research
Thoughts

Chief Editor
Dr.Tukaram Narayan Shinde

Publisher
Mrs.Laxmi Ashok Yakkaldevi

Associate Editor
Dr.Rajani Dalvi

Honorary
Mr.Ashok Yakkaldevi

Welcome to GRT

RNI MAHMUL/2011/38595

ISSN No.2231-5063

Golden Research Thoughts Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

International Advisory Board

Flávio de São Pedro Filho Federal University of Rondonia, Brazil	Mohammad Hailat Dept. of Mathematical Sciences, University of South Carolina Aiken	Hasan Baktir English Language and Literature Department, Kayseri
Kamani Perera Regional Center For Strategic Studies, Sri Lanka	Abdullah Sabbagh Engineering Studies, Sydney	Ghayoor Abbas Chotana Dept of Chemistry, Lahore University of Management Sciences[PK]
Janaki Sinnasamy Librarian, University of Malaya	Ecaterina Patrascu Spiru Haret University, Bucharest	Anna Maria Constantinovici AL. I. Cuza University, Romania
Romona Mihaila Spiru Haret University, Romania	Loredana Bosca Spiru Haret University, Romania	Ilie Pinteau, Spiru Haret University, Romania
Delia Serbescu Spiru Haret University, Bucharest, Romania	Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	Xiaohua Yang PhD, USA
Anurag Misra DBS College, Kanpur	George - Calin SERITAN Faculty of Philosophy and Socio-Political Sciences AL. I. Cuza University, IasiMore
Titus PopPhD, Partium Christian University, Oradea,Romania		

Editorial Board

Pratap Vyamktrao Naikwade ASP College Devrukh,Ratnagiri,MS India	Iresh Swami Ex - VC. Solapur University, Solapur	Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur
R. R. Patil Head Geology Department Solapur University,Solapur	N.S. Dhaygude Ex. Prin. Dayanand College, Solapur	R. R. Yaliker Director Managment Institute, Solapur
Rama Bhosale Prin. and Jt. Director Higher Education, Panvel	Narendra Kadu Jt. Director Higher Education, Pune	Umesh Rajderkar Head Humanities & Social Science YCMOU,Nashik
Salve R. N. Department of Sociology, Shivaji University,Kolhapur	K. M. Bhandarkar Praful Patel College of Education, Gondia	S. R. Pandya Head Education Dept. Mumbai University, Mumbai
Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai	Sonal Singh Vikram University, Ujjain	Alka Darshan Shrivastava Shaskiya Snatkottar Mahavidyalaya, Dhar
Chakane Sanjay Dnyaneshwar Arts, Science & Commerce College, Indapur, Pune	G. P. Patankar S. D. M. Degree College, Honavar, Karnataka	Rahul Shriram Sudke Devi Ahilya Vishwavidyalaya, Indore
Awadhesh Kumar Shirotriya Secretary,Play India Play,Meerut(U.P.)	Maj. S. Bakhtiar Choudhary Director,Hyderabad AP India.	S.KANNAN Annamalai University,TN
	S.Parvathi Devi Ph.D.-University of Allahabad	Satish Kumar Kalhotra Maulana Azad National Urdu University
	Sonal Singh, Vikram University, Ujjain	

Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.aygrt.isrj.org



GRT AN ANALYSIS ON IMPACT OF INTERPERSONAL SKILL ON ATTITUDE OF SCHOOL LEADERSHIP

Prashant Thote and L. Mathew

Gyanodaya Vdya Mandir, Narsingarh .

Abstract:-School leadership constitutes dynamic leaders who influence classroom teachers who are their immediate subordinates in school management system. The success or failure in school management mostly depends upon influence of school leadership on their subordinates .Effective communication with teachers, staff, students ,parents ,management and strong interpersonal relationship with all stakeholders are very important for school leadership has positive impact on attitude of school leadership therefore. Positive attitude is very important to perform an excellent professional development. Research in the field of impact of interpersonal skill on attitude development of the school leadership is very much limited. The total 76 senior secondary school Principals Participated in the study. In the present paper attempts made to study the relationship between interpersonal skill and attitude of teachers .Result of the analysis shows that good interpersonal skills has and positive attitude must be maintained for efficient school leadership It is essentials to have strong interpersonal relationship for school leadership.

Keywords:Interpersonal Skills, Attitude, School Leadership, Senior Secondary School.

INTRODUCTION

Today's work related situation especially in an organization system like school much depends upon human behavior and instrumental with effective change .The behavior of work force of any organization instrumental with in bringing about desirable outcome . If an outcome is reached , especially if it is positive one , it is likely that the behavior of participants is enhanced .Interpersonal relationship of the school leadership affect the teachers success in teaching .(Asher 1983) Recent studies observed that people who had interpersonal competencies are likely to build up on of net work of relationship that provide support to face stressful life situation .Lonely people have less interpersonal competent than people who are not lonely .

School leadership involves in planning activities which aim at fulfillment of the goals of particular organization .It is very important for the school leadership to take right decision at the right time to full fill required goal .School management extended as a service activities /tool trough which aims/objectives of educational process may be achieved. It also enhances teaching-learning process Future of any nation depends up on quality teaching and quality of teachers. Quality education is important for normal development .Role of teacher is very important for quality education .

Interpersonal skill is the ability to improve the quality of team members through interaction and use of co-operative behaviors .Interpersonal process are important to minimize conflict within team which in term increase team interpersonal dependence .Reinforcing positive team behavior has been found to be related to effective team outcomes. Team effectiveness is highly dependent on the ability of individuals team members to successfully interact with one another. This co-operative behavior foster belief that role of each individuals team members is critical to overall success of team professional organization have identified interpersonal skills as core competency in effective team work .Following are findings of our previous research

- More than half of school leadership chose interpersonal skill as one of his/her greatest strength .
- 55% staff said their school leadership could improve interpersonal skills to improve individual performance.
- 25% of second level school leadership have terminated due to poor interpersonal skills .

Prashant Thote and L. Mathew * , "AN ANALYSIS ON IMPACT OF INTERPERSONAL SKILL ON ATTITUDE OF SCHOOL LEADERSHIP", Golden Research Thoughts | Volume 4 | Issue 8 | Feb 2015 | Online & Print

•75% of the school leadership fails due to poor interpersonal skills .

Following are important interpersonal skill of school leadership

- Active listener
- Define clear goal towards school
- Encourage development of mutual respect
- Ensure individuals contribution are valued
- Clearly express the culture of school in an inspirational way
- Engender good way dialogue
- Identify individual capabilities and bud on them
- Delegate work clearly and appropriately
- Proactive seeks and give constructive feedback
- Acknowledge and celebrate individuals success
- Effectively address questions and concerns
- Articulates competing vision and purpose for them and school
- 100% focus on individuals when meeting one to one
- Keep individuals appropriately interested
- Act as a role model of school value

Attitude

Attitude is inner feelings of individual towards particular phenomena. One of the most important objectives of education is development of the desirable attitude in individuals >It is an expression of inner feeling and beliefs that reflect whether favorable or unfavorable pre-disposed to some phenomena .Education is required to nurture several attitude in students ,attitude towards self , towards studies towards others and towards certain idea etc. Attitude is positive or negative emotional relationship with or predisposition towards an object , person or institute .it may be enduring non-verbal features of social and physical world and they required through experience and exert a directive influences on behavior of human beings .Both feeling and interaction are critical facts in the formation of attitudes and critical component of understanding .An attitude is a hypothetical construct that respondents an individual's degree of like or dislike for an item, hence attitude towards teaching in liking towards teaching .school leadership are the role model of social and moral leadership which not only influences teachers ,students, parents but also generate all round growth of nation.

Methods

Objectives : To study the relationship between interpersonal skills and attitude of school leadership.

Hypothesis : There is no significant relationship between interpersonal skills and attitude of school leadership .

Instrument :

Behavior Orientation scale and Teachers Assessment Inventory

Sample: The convenient sampling method was used .In order to obtained data from school leadership through instrument , the researcher send questionnaire to school leadership via e-mail .100 questionnaire were sent only 76 questionnaire completely filled received. . The respondents were requested to record their free and frank and an independent responses. An assurance were given to the respondents that their responses shall kept confident and information collected be used only for the research purpose only.

Limitation of the study : Only private senior school Principals s participated in this study .

Table-1 The correlation coefficient

Tools used for the interpersonal relationship	Behavior Orientation scale
Tools used for the attitude	Teachers Assessment Inventory
No of senior secondary school principals	76
Mean value of Interpersonal relationship	248.88
Mean value of attitude	260.167
Correlation coefficient	0.48
Degree of freedom (n-2)	74
Table value at 0.05 Level of Significance	0.24 (which is less than 0.48)
Hypothesis is Rejected	

The questionnaire filled by school leadership were analyzed and person correlation coefficient was calculated between interpersonal skill and attitude data . The correlation coefficient obtained from the study given in table -1 .

DISCUSSION

The interpersonal skills of the school leadership and attitude shows positive relationship .Hypothesis testing also further proves that significant relationship between interpersonal skill and attitude of the school leadership. The result may concluded to provide a strong need and efforts to established effective interpersonal relationship which may prove for strong correlation among school leadership and will motivate them to work with strong positive attitude .

CONCLUSION

The interpersonal skill of the school leadership are very clearly evident in their support to school teachers .it means that school leadership is very supportive and motivating to the teachers . The school leadership ability encourages to school teachers high degree of initiative and creativity in their work and make them to be more dedicated is very clearly evident in their influence .When it comes to teaching performance students getting help form school leadership . Interpersonal skill of the school leadership may be affected teaching performance of teachers we like to conduct research in future in this context also . It is recommended that school leadership must have interpersonal skill and positive attitude and it must be maintained throughout his/her service period .

REFERENCES

- 1.Geeta Rani and M.K.Tyagi Effect of Interpersonal I relationship on attitude of teachers Educators. International Journal of Education and Psychological Research Vol 02 pp 143-147.
- 2.Ramani ken : A Survey of Conflict resolution mechanism in public secondary schools: A Case Study of Nairobi providence Educaional Research and Reviews Vol 5 pp 242-256
- 3.Taylor F The Principles of Scientific Management new York Harper Bros pp 05-29
- 4.Thote Prashant and L Mathew (2015) A Study to Assess the Impact of Conflict Management on Performance of Senior Secondary School Principals. Indian stream Research Journal

Publish Research Article International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- * International Scientific Journal Consortium
- * OPEN J-GATE

Associated and Indexed, USA

- EBSCO
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Golden Research Thoughts
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.aygrt.isrj.org