



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

“A STUDY ON THE ROLE OF EFFECTIVE LEADERSHIP IN HIGHER EDUCATION IN THE CONTEXT OF NATIONAL EDUCATION POLICY, 2020”

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ABSTRACT: Quality education is the backbone for the growth of any society and education policy is the way to attain it. In India, the National Education Policy (NEP 2020) has been introduced considering it as a landmark change in the education system. It aims to universalize education from pre-school to higher education with a vision of creating quality institutions, a culture of innovation and a highly skilled workforce making revolutionary reforms in the Indian education paradigm. The NEP 2020 is also in the line of Goal 4 of the United Nations Sustainable Development Goals (SDG 2030), which clearly believes for having an effective leadership in higher education as the base for sustainable development. As the leaders hold a position to lead the institutions for fulfilling the goals, they play a vital role in the achievement of welfare. However, not all the leaders face the challenges in the same manner. Effective leaders will have to scrutinize how productively they are maintaining their positions and also to find out the best leadership role which is appropriate in the education context for its better administration, modification and refinement in the institution. Therefore, the main objective of this descriptive study is to understand the role of an effective leadership in higher education in the context of National Education Policy, 2020. The findings are articulated and suggestions are given in the conclusion so as to fulfill the objectives of the present paper.

Keywords: Effective leadership, NEP, 2020, Innovation.

INTRODUCTION

Leaders hold the position to bring unity among the people. A successful leadership at the higher education efficiently and significantly improves the success of the teachers and of the student's respectively in solving problems and in finding new ways to proceed for the best results of an institution. In this regard, current paper aims to understand role of an effective leadership in higher education in the context of National Education Policy, 2020.

ROLE OF AN EFFECTIVE LEADERSHIP IN HIGHER EDUCATION

Leaders need to understand and efficiently carry out their roles and responsibilities. A leader in the Higher education needs to be an effective communicator. They need to engage with a wide range with people be it in the campus or outside both with the public and private settings therefore they need to have the specific skills and abilities to do so.

Leaders need to have a sense of being agents of change within their units as well as the institution. Attempting to change in an institution require vision, mission and focus. Effective leaders need to prepare and managed change in a sensitive manner keeping in mind the needs and interests of all stakeholders because frequent change in the workplace and institution often leads to conflicts.

Leaders need to build relationships and have a sense of common purpose among colleagues across units which will be beneficial for the leaders as well as the individuals and that will impact the institution as a whole.

Effective leaders need to be committed to the recruitment, retention, and success of the institutions. Leaders should try to solve the issues and challenges faced within the units and make them understand about the importance of diverse institutional quality and excellence and the role of implicit bias and other barriers requiring explicit attention.

NEED AND IMPORTANCE OF THE STUDY

Every leader plays a very important role because their actions reflect people and their influence guide people to reach their desired goals and for this specific reason leadership plays the most essential roles for the wellbeing of the people and for the communities. Effective Leaders have to scrutinize how productively they are maintaining their positions and also should adopt which leadership styles are appropriate in the context for its better administration, modification and refinement in an institution. So as to bring change they need to scrutinize the issues and propose solutions by adopting different leadership styles in order to motivate the employees.

OBJECTIVE OF THE STUDY

The main objective of this descriptive study is to understand the role of an effective leadership in higher education in the context of National Education Policy, 2020.

METHODOLOGY

Descriptive nature was employed by the researcher who relied on secondary sources for the data.

STATEMENT OF THE PROBLEM

The study seeks to understand the role of an effective leadership in higher education in the context of National Education Policy, 2020.

REVIEW RELATED LITERATURE**Studies done Abroad**

In Malaysian higher education, Fahimirad, Idris, and Kotamjani (2016) investigated the effectiveness of academic leadership in teaching and learning. The study was analyzed using a qualitative research methodology and a theme strategy. According to the findings of this study, it strives to ensure the long-term viability of the institution through fostering the growth and involvement of faculty members.

Webber (2016) examines the changing responsibilities of higher education administrators and executives in his study. It proposed that leaders should base their decisions on four guiding assumptions that is social good, community involvement, economic prosperity and institutional stability.

Bisbee (2017) evaluated existing methods of leadership identification in higher education, including whether or not potential leaders were identified, what positions they were serving in when identified, if they were internal contenders for the post, and how they were selected for the position. The majority of academic leaders stated that they were well prepared for their current positions as well as for leadership generally. Mentoring was also seen as a key aspect of leadership development and they said institutions should provide more opportunities and experiences for future leaders.

Faisal (2012) examines the educational leadership behaviour (both relational and task-oriented) and demography, this research sought to determine the effects on the performance of an institution in order to meet the goals of education that were envisioned. Researchers found that educational leaders' relational and task-oriented behavioural aspects directly impact their leadership effectiveness.

Public higher education leadership in Kenya was examined by Odhiambo (2013). He has also discussed about how important it is for the Kenyan educational system to have many effective leadership styles. The researcher has looked into the prospect of successful leadership methods that can guide the leadership to a safe harbor. Developing new forms of leadership at Kenya's public higher education institutions is necessary because of the complex political, economic, and cultural landscapes of the modern world and Kenya in particular.

Studies done in India

Pandya (2004) focuses on education institutions' administration and management systems. This book provides a variety of management theories that were originally developed for the business sector but are now being employed in the education sector. Management theories, strategies, and their application to education are presented in the book. Additionally, the roles and responsibilities of principals and instructors were explored

Paper "Reflections on Leadership Styles from Higher Education in India" highlights the importance of transformational and servant leadership, as well as the integration of leadership and corporate culture; these findings were made in the paper by Chaudhuri, Kettunen and Naskar (2015).

Khumalo (2015) An organization's commitment to its employees was analysed in this thesis in light of the various leadership styles employed within it. The study's specific goal was to establish the link between organisational commitment and leadership styles. An association was established between management leadership styles and employees' level of commitment to the organisation, according to the findings of the research.

Research by Khan and Yadav (2016) examined the association between leadership styles, employee engagement, and business management institutions from 25 management institutions in the western Uttar Pradesh state of India. A good leader is critical for both intuitional performance and staff engagement, according to the findings of this study.

FINDINGS OF THE STUDY

From the sources analyzed it is found that an educational leader needs to focus on the problems of maintenance and provision of resources. Educational administration is a process of inter-personal relationship which is influenced and controlled by the various factors and are very much important for the smooth functioning of the educational administration. Therefore, the development of human relations and personality must be the first and the foremost role of the educational leaders. It is also observed that an educational institution needs great leaders, the education world requires many leaders in order to create students that would be future leaders. Another finding shows that leadership is one of the fundamental concerns for the development of higher education. It is one of the crucial appearance as the leaders has a considerable amount of concern to forefront the trend and need to create a good institutional climate.

DISCUSSION AND RECOMMENDATIONS OF THE STUDY

As it is the institution leaders who play an essential part in making improvements in an institution they need to set certain aims and goals in order to function the institutions smoothly. Institution leaders also need to adopt suitable leadership style in order to make the institution succeed and to assure effective communication at all level of educational institution. Through their education, training, and experience, leaders develop their personal leadership style. The success of an institutional head is dependent upon choosing an appropriate leadership styles depending on how it reflects human relationships and interpersonal communication with teachers and administrative staff, students as well as other higher education communities. They must be able to manage different leadership styles according to the condition of the educational institution so that the teachers, staff, students and other relevant parties want to work or participate in order to achieve the goals that has been settled by the institutional head. It is the Institution leaders who can bring change to the higher education level environment and culture which is therefore it is their responsibility to encourage the employees to take up initiatives for planning any kind of implementation and decision making in contributing towards expansion of growth in the institution which encompasses improving students' learning ability and the institution community as a whole.

CONCLUSION

Based on the findings of this study, the following conclusion is drawn. A strong leader is necessary for a successful teaching and learning process. Having a good leadership in higher education is always appetizing to work because their visions and missions are clear. Students get more understanding and the staff gets more responsibility and performs in a good manner. Successful leaders are vital for the effectiveness of an institution and it is more relevant now in the academic field. It is in the hands of educational leaders to change the future of humanity ever since the leader has taken the effort to hold a degree to lead a nation. For this specific reason, an educational institution is the future of humanity and it is the hope for the survival of the world. An increase in the initiative of leaders will lead to increase in the leadership of such institution. Lastly, this study has its contribution in providing opportunity to know about the importance of institutional leaders in the context of higher education institution.

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