

# AN ANALYSIS OF THE LEADERSHIP SKILLS IN STUDENTS OF HOSPITALITY MANAGEMENT (WITH SPECIAL REFERENCE TO UDAIPUR)

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**Abstract** *Leaders being born or made are like the two sides of the coin which may be opposite to each other but co exists parallel. Born Leaders may not get the right platform to express themselves whereas there can be Leaders made through right education and opportunity.*

*Students, in an educational setup are now a day's prepared to become effective Leaders but it is only some of them who define themselves as Great Managers. A student pursues education to attain high professional growth and prosperity but of the same level of education and quality provided to the students, only some are found to be achieving greater career heights. Of all the other attributes that separates these students to gain success, one factor has to be an intellectual and an internal quality of possessing a leader within.*

*It becomes of crucial importance to identify such qualities among the students.*

*This research paper hence makes an attempt to identify and differentiate the students who may possess such qualities. This paper limits its research to the students of hospitality sector, as Hospitality is one of the growing industries and it has a different demand of a dynamic and vibrant leader in comparison to other sectors.*

*The scope of the paper extends to the students of Hospitality of Udaipur city only.*

**Keywords:** *Leadership, Hospitality, Students, Quality, Education*

## INTRODUCTION

Leaders being born or made are like the two sides of the coin which may be opposite to each other but co-exist parallel. Born leaders may not get the right platform to express themselves whereas there can be leaders made through right education and opportunity.

Students, in an educational setup are now a day's prepared to become effective Leaders but it is only some of them who define themselves as Great Managers. A student pursues education to attain high professional growth and prosperity but of the same level of education and quality provided to the students, only some are found to be achieving greater career heights. The other attributes that separates these students to gain success, one factor has to be an intellectual and an internal quality of possessing a Leader within. It becomes of crucial importance to identify such qualities among the students.

Good leadership creates a healthy work environment, keep their employees satisfied whereas bad leadership can result

dissatisfaction of staff and turnover intention among staff. In hotel industry most of the employees join at assistant level after certain period of time few out of them become the supervisor and manager.

Any organization or hotel would like to hire an employee who has leadership skills because they may be future leader of their hotel. As leadership is an important need of the hotel industry,

Institutions should focus on student's leadership education and development and should develop their leadership skills.

## REVIEW OF LITERATURE

Bowman (2014) elucidated in his study that recent literature argues for combining student leadership development opportunities into the formal education model. Students in our education system now will have to deal with complex

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problems and they will need those competencies and skills to do so.

Rosch & Caza (2012) stated that industrial paradigm of leadership was focused on a hierarchy model, based on control and division of labor.

Shook & Keup (2012) exhorted that flexibility which offers in the undergraduate learning environment creates a great potential for role of peer leader. The powerful role that peer’s play in human development has been widely recognized and explored, particularly within education. Many student development theories attribute great significance to the impact of peers in the process of maturation in interpersonal relationships.

Whitehea, (2009) Van Velsor & Wright (2012) opined in their studies that to create leadership development or education opportunities and experiences for students the education system has relied on extracurricular activities - student government, sports, and clubs etc.

Susan W. Arendt (2005) indicated in his study that hospitality management students perceive they do perform leadership practices most often at work and in the classroom. Hospitality management recruiters have indicated leadership skills are important for hospitality profession and educators may be able to help students identify and articulate their leadership skills to recruiters.

Ender and Kay (2001) define peer leaders as “students who have been selected and trained to offer educational services to their peers that are intentionally designed to assist in the adjustment, satisfaction, and persistence of students toward attainment of their educational goals”.

According to Cuseo (1991) and Hart (1995) said about importance of peer leadership that peer leaders are

authorized to exert a positive influence upon their peers in a way that is less threatening and more accessible to fellow undergraduates than professional staff and faculty members.

## OBJECTIVES OF THE STUDY

The objectives of the study are as follows:

- To assess the leadership positional in hotel management students.
- To give suggestion to the academician for improving leadership skills in students.

## Research Methodology

### Objectives of the Research

Research Design	Descriptive
Data Collection Method	Survey
Data Sources	Primary & Secondary
Sample Area	Students of hotels management
Sample Size	150
Type Of Questionnaire	Structured
Research Instrument	Questionnaire & Observation
Statistical Tools Used	Mean

## DATA ANALYSIS AND INTERPRETATION

The structured questionnaires were duly filled by the respondents. The data revealed by the research are presented in the following diagrams.

It is enjoyable to have people count on me for ideas and suggestions.

S. No.	Weights	5	4	3	2	1	Total (N)	Arithmetic Mean	Level of Impact
	Level of Impact	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree			
	Factors								
1	It is enjoyable to have people count on me for ideas and suggestions.	20	18	35	40	37	150	2.6	Neutral
2	It would be accurate to say that I have inspired other people.	31	54	32	21	12	150	3.5	Agree
3	It’s a good practice to ask people provocative questions about their work.	30	40	18	22	40	150	2.9	Neutral
4	I like to cheer people up even when my own spirits are down.	20	17	36	52	25	150	2.68	Neutral
5	What my team accomplishes is more important than my personal glory.	8	12	50	30	50	150	2.3	Disagree
6	I would enjoy coaching other members of the team.	20	32	35	40	23	150	2.9	Neutral
7	It is important to me to recognize others for their accomplishments	12	27	41	50	20	150	2.7	Neutral

8	It would be fun for me to represent my team at gatherings outside our unit.	15	20	36	59	20	150	2.67	Neutral
9	The problems of my teammates are my problems too.	4	10	60	40	36	150	2.3	Disagree
10	Resolving conflict is an activity I enjoy.	18	22	58	32	20	150	2.9	Neutral
11	I would cooperate with another unit in the organization even if I disagreed with the position taken by its members.	10	18	62	40	20	150	2.7	Neutral
12	I am an idea generator on the job.	4	16	60	48	22	150	2.5	Disagree
13	Team members listen to me when I speak.	7	33	50	40	20	150	2.7	Neutral
14	People have asked me to assume the leadership of an activity several times in my life.	20	27	43	35	25	150	2.8	Neutral
15	I have always been convincing persons.	28	49	41	25	7	150	3.44	Agree

Above table depicts that on the maximum statements of leadership skills, hotel management students were found neutral whereas they agreed with the statements “It would be accurate to say that I have inspired other people” and “I have always been convincing persons”

However, they were not found idea generator and don’t take problems of their teammates as their problems.

They also disagreed with the statement “What my team accomplishes is more important than my personal glory”

Hence, it can be said that students of hotel management have moderate level of leadership skills

## CONCLUSION

Paper concludes that maximum students of hotel management are at moderate level of leadership skills. Students has the potential to become a future leader however, they need proper guideline or leadership development education.

## SUGGESTIONS

- Institutions should focus on leadership development and educations.
- Arrange leadership sessions with role play for students
- Plan activities or games for students based on leadership.
- Give opportunity to potential students to lead functions or activities held in the college.

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