A STUDY OF ACADEMIC LEADERSHIP STYLES IN HIGHER EDUCATION INSTITUTIONS AND ITS IMPACT ON FACULTY ENGAGEMENT AND SATISFACTION

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Abstract

Abstract: Effective academic leadership plays a crucial role in shaping the culture and performance of higher education institutions (HEIs). As faculty engagement and satisfaction are key factors influencing faculty members’ productivity, retention, and overall success, understanding the impact of leadership styles on these outcomes is of utmost importance. This research paper aims to investigate the effect of academic leadership styles on faculty engagement and satisfaction in HEIs. The paper reviews the relevant literature on leadership styles, faculty engagement, and satisfaction, and synthesizes the findings to highlight the relationship between academic leadership styles and these outcomes. The paper also discusses the implications of the findings for HEI leaders and provides recommendations for enhancing faculty engagement and satisfaction through effective leadership.

Purpose – This research paper aims to investigate the effect of academic leadership styles on faculty engagement and satisfaction in HEIs.

Design/methodology/approach – A sample of 300 faculty members are collected from 15 institutions of higher education from Chandigarh Union Territory. A self-administered survey questionnaire is used to collect primary data. A stratified sampling is used. The whole population is divided in 4 strata i.e. East Chandigarh, West Chandigarh, North Chandigarh and South Chandigarh. Four higher education institutions including colleges and universities are selected randomly from each stratum. A sample of 15 faculty members are taken from each institution. Pearson’s Correlation and Regression’s Analysis is used to test the hypothesis.

Findings – The major findings of the current study are that there is positive and significant correlation between transformational, transactional, laissez-faire leadership styles and faculty engagement and job satisfaction.

Originality/value – Leadership plays a critical role in shaping the academic environment and influencing the success of higher education institutions (HEIs). In India, as the higher education landscape continues to evolve, understanding the leadership styles of academic leaders is essential for effective management and administration of HEIs.

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