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**An Analysis Of The Relevance Of Different Leadership Theories,  
Principles, And Styles To The Field Of Educational Administration**

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**Abstract:**

*The possibility that a nation's degree of improvement is straightforwardly corresponded to the type of its instructive specialists filled in as the stimulus for this examination. This hypothetical conversation's all-encompassing goal is to research the more extensive setting of initiative and how successfully it adds to the improvement of school organization. This scholastic examination investigates a portion of the later hypothetical progressions made in the field of exploration on instructive administration and school organization. It begins with a concise presentation that gives an outline of the significance and thought of administration corresponding to research, reasoning, and practice. The following thing that will be covered will be an investigation of the numerous administration standards, styles, and methods of reasoning. At the finish of each part, there is a conversation of present day issues and possible answers for those issues. This article arrives at the resolution that achievement is ensured assuming the administration styles, standards, and strategies are applied in school the executives in the right way and to the furthest reaches conceivable. This is because of the way that a quality instructive initiative custom presents a critical chance to additionally foster instructive administration and the executives strategies and practices by recognizing and utilizing the essential instructive administration standards and styles.*

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**Keywords:** *Education, Leadership, Theories, Styles, Principles, Methods, Management, Policies and Practices*

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**Introduction:**

As indicated by the convictions of many individuals, pioneers are not conceived however made. In any case, it is turning out to be all the more generally recognized that to be a compelling pioneer, an individual should have the fundamental experience and information, yet

additionally the commitment, persistence, and, maybe in particular, the capacity to effectively arrange and team up with others to achieve objectives. Along these lines, successful pioneers are grown as opposed to conceived. A compelling pioneer is shaped by means of an interaction that goes on and on forever,

which incorporates self-study, instruction, preparing, and the collection of involvement that is pertinent to the job (Bass and Bass, 2008). The expansive transdisciplinary hypothesis of information and human, social, and authoritative way of behaving was introduced by Boulding (1956) in his book "The Picture: Information Throughout everyday life and Society." Boulding's work gave an outline of the subject. He accepted that a solid person and magnanimous commitment to an association are the two fundamental parts of successful initiative (Jenkins, 2013). When seen according to the perspective of laborers, initiative is made out of all that a pioneer does that affects the achievement of objectives, as well as the wellbeing and satisfaction of representatives and the business all in all (Abbasialiya, 2010). Since trust is fundamental for any sort of coordinated human gathering — whether it is in schooling, industry, the military, religion, the public authority, or worldwide associations — dependability is much of the time a fundamental capability for places of administration (Sheep and McKee, 2004; Ivancevich, Konopaske, and Matteson, 2007).

### **Literature Review:**

Administration is a sort of liability that is pointed toward achieving specific

objectives by utilizing the assets (both human and material) that are available to one and, simultaneously, guaranteeing that an association is durable and predictable (Ololube, 2013). Northouse (2007) and Rowe (2007) characterized administration as a cycle in which an individual motivates one more individual or gathering to pursue the achievement of a common goal. This article contends serious areas of strength for that is fundamental for the smooth organization of a non-benefit association as well as the association's exceptionally proceeded with presence.

It very well might be said that administration is one of the most contemplated, yet additionally one of the most un-figured out, peculiarities on the planet (Consumes, in Abbasialiya, 2010). Numerous unmistakable models of administration have been recommended over the span of time by researchers because of the way that there is nobody model of initiative that can be considered to be all inclusive. Notwithstanding the way that there are an enormous number of unmistakable administration styles, a decent or effective pioneer is somebody who can motivate others, energize others, and guide exercises to aid the accomplishment of gathering or hierarchical targets. Then again, an insufficient pioneer doesn't add to the progress of the organization, and in

specific cases, they might try and frustrate the association's capacity to accomplish its objectives. Effectual administration is a result of the heart, as expressed by Naylor (1999), and a compelling pioneer is one who is visionary, enthusiastic, imaginative, versatile, motivational, creative, trying, innovative, exploratory, and one who begins change. There are however many extraordinary points of view on administration as there are characteristics that put chiefs aside from other people who are not in that frame of mind of power. All contemporary speculations can be classified by one of the accompanying three points of view on administration: administration as a cycle or relationship, administration as a blend of qualities or character attributes, or administration as administration abilities and attributes not entirely set in stone by the circumstance in which administration is worked out (Avolio, Walumbwa, and Weber, 2009). Albeit most of ebb and flow research has created some distance from conventional characteristic or character based speculations and toward a circumstance hypothesis, all contemporary speculations can be classified by one of these three points of view. The possibility that administration is a cycle that involves applying effect on a gathering of people to achieve the achievement of targets is a focal fundamental of a significant number

of the administration speculations that have built up some decent forward momentum in late many years (Wolinski, 2010).

### **Theories of Leadership:**

#### ***"Great Man" Theory:***

The reason of extraordinary man speculations is that the capacity to lead is intrinsic and that outstanding pioneers are not developed but instead brought into the world with it. These convictions frequently portray pioneers as being courageous and legendary figures who are bound to climb to administrative roles when fundamental. The expression "extraordinary man" was utilized in light of the fact that, at that period, it was much of the time accepted that administration was basically a male characteristic, especially with respect to military order.

#### ***Trait:***

The trademark hypothesis recommends that people acquire explicit abilities or highlights that make them more fit to administration than others. In certain perspectives, this view is practically identical to the extraordinary man speculations. Commonly, characteristic speculations might feature specific character attributes or conduct characteristics that are run of the mill of effective individuals. Be that as it may, numerous people have begun to scrutinize

this thought by inquiring, "On the off chance that specific attributes are principal credits of pioneers and administration, how might we make sense of people who have such attributes yet are not pioneers?" Irregularities in that frame of mind between authority characteristics and administration viability eventually provoked researchers to adjust ideal models in quest for new clarifications for effective administration.

#### ***Contingency Theories:***

The essential accentuation of administration speculations that are grounded in possibility is on the numerous parts of an association's current circumstance that can possibly impact the sort of administration that is best in a given setting. As per this view, there is nobody technique for administration that is appropriate for use in every single situation. A large number of variables, like technique for initiative, qualities of supporters, and parts of the climate, impact the result of an undertaking (Charry, 2012). A situation in any climate that is critical and ought to be thought about while fostering an association or one of its parts is an illustration of a possibility factor (Naylor, 1999). As indicated by the possibility hypothesis, effective initiative is reliant upon the level of similarity that exists between the characteristics of a pioneer and the kind of administration that

is expected by a specific situation (Sheep, 2013).

#### ***Participative Theory:***

As indicated by the numerous speculations of participative administration, an ideal sort of initiative would be one that esteems the suppositions and ideas of its supporters. Pioneers who advance cooperation and commitments from individuals from the gathering as well as the people who cause individuals from the gathering to feel significant and committed to the dynamic interaction are supposed to be participatory. Rather than settling on every one of the actual choices, administrators who practice participatory authority look to affect others simultaneously. This expands the degree of responsibility and coordinated effort among the labor force, which thusly brings about greater choices and a more prosperous organization (Sheep, 2013).

#### ***Relationship/Transformational Theory:***

The connections that are worked among pioneers and supporters are the essential accentuation of relationship speculations, which are additionally alluded to as groundbreaking hypotheses. As per these ways of thinking, administration might be characterized as the cycle by which an individual collaborates with others and can "lay out an association," which thusly prompts more significant levels of inspiration and

profound quality in supporters as well as in pioneers. Relationship speculations are frequently compared to appealing administration hypotheses. As indicated by these speculations, pioneers who have explicit characteristics, like confidence, extroversion, and obviously expressed convictions, are considered as being the most appropriate to energize supporters (Sheep, 2013). Social or groundbreaking pioneers energize and motivate others by helping individuals from the gathering in seeing the meaning of the current task and everyone's benefit that it serves. These pioneers are concerned not simply with the presentation of the individuals from the gathering, yet additionally with assisting every person with understanding their maximum capacity. Individuals that lead as such frequently have exceptionally high moral and moral guidelines (Charry, 2012).

### **Leadership Styles:**

The strategies that are utilized to motivate supporters are alluded to as administration styles. Initiative isn't a peculiarities that can be portrayed utilizing the expression "one size fits all." It is significant for organizations, conditions, gatherings, and individuals to pick and change their favored styles of administration cautiously. Since of this, having a far reaching consciousness of the

numerous initiative styles might be valuable since it upgrades the quantity of instruments that are open for effective administration.

### ***Autocratic Leadership Style:***

The most serious sort of conditional administration is totalitarian administration, in which pioneers practice unrestrained power over their subordinates. There are relatively few potential open doors for staff laborers and colleagues to give suggestions, regardless of whether such recommendations would be in the association's or alternately group's wellbeing. One of the benefits of a dictator sort of administration is that it is exceptionally successful. Choices are reached quickly, and the work important to set those choices in motion might start off right once. Most of representatives on staff feel disregarded when they are treated as such, which is one of the expected disadvantages. At the point when there isn't a moment to spare and choices should be taken immediately or banter, dictatorial initiative is much of the time the best sort of administration.

### ***Bureaucratic Leadership Style:***

The most extreme sort of value-based administration is totalitarian administration, in which pioneers practice unrestrained power over their subordinates. There are relatively few potential open doors for staff laborers and

colleagues to give suggestions, regardless of whether such recommendations would be in the association's or alternately group's wellbeing. One of the benefits of a dictator sort of administration is that it is exceptionally successful. Choices are reached quickly, and the work important to set those choices in motion might start off right once. Most of representatives on staff feel disregarded when they are treated as such, which is one of the expected disadvantages. At the point when there isn't a moment to spare and choices should be taken immediately or banter, dictatorial initiative is much of the time the best sort of administration.

### **Educational Leadership and Management Processes:**

Administration is the act of impacting faculty so that they make progress toward the achievement of authoritative targets and greatness in association (Naylor, 1999). Extraordinary pioneers can see the master plan for their associations. They have a dream of the ideal future, which is conveyed to everybody in the establishment and fills in as the reason for the learning and showing programs, as well as the strategies, needs, objectives, and methodology that oversee the organization's everyday tasks (Beare et al., 1997). The ability to predict potential results is a fundamental administration

quality in the instructive setting. Pioneers in the schooling system motivate the whole framework by effectively affecting the activities, considerations, and sensations of those working inside it. They likewise guarantee that their vision is acknowledged by laying out an essential arrangement across the whole framework. This is finished using words and models (Peretomode, 1991). In any case, paying little heed to how effective they are, pioneers are constantly stood up to with an enormous number of difficulties that they need to dominate and restrict to accomplish their objectives.

Anyamele (2004) presents the contention made by Warren Bennis that administration is an imaginative undertaking that includes everybody during the time spent making and beginning. A pioneer considers the higher perspective notwithstanding the primary concern while simply deciding. Great decisions are made by a pioneer, and these choices recommend an objective, a bearing, a goal, a dream, a fantasy, a street, and a make progress toward what's in store. Bennis distinguishes the accompanying as qualities of a pioneer:

- ❖ Fabricates a convincing vision: One of the essential obligations of initiative is to persuade others inside an association to become involved with a common vision



and afterward to transform that vision into a reality. Rather than propelling people by means of remunerations or disciplines, pioneers motivate supporters by helping adherents in relating to the mission within reach and the ideal result. Individuals follow the people who motivate them and empower them to act; pioneers pull as opposed to push.

- ❖ Fosters an environment of trust: Pioneers are liable for creating and keeping a climate of confidence in their associations. Pioneers are expected to compensate representatives for contradicting them, acclaim imagination, and acknowledge disappointment to do this. It is beyond the realm of possibilities for a pioneer to impart trust in their supporters without first exhibiting that they are equipped for completing the obligations of their situation. A pioneer who doesn't act with genuineness will not have the option to construct trust. All in all, to fabricate trust (and be an effective pioneer), an individual in an administrative role needs to make congruency between what they say and do and the vision that they have for what's in store.

- ❖ Significance is delivered when a pioneer supports a setting in which people are frequently provoked to consider the things that are mean quite a bit to them. A pioneer is somebody who adds to the meaning of the establishment's motivation and who epitomizes the ways of behaving that will direct the association towards accomplishing its targets. Individuals who can verbalize the normal targets of the association in an understandable and convincing way become magnificent pioneers.
- ❖ Compelling pioneers have a one of a kind point of view on and way to deal with the idea of "disappointment"; they invite the potential chance to develop from their slip-ups and sincerely promise to do as such.
- ❖ Compelling initiative creates a labor force that is enabled to deliver responsibility and fosters the feeling that individuals from the association are learning and that they are proficient. This outcomes in an environment that is both sound and enabling. The best chiefs give the impression to their supporters that they are at the focal point of everything, as opposed to on the border.

❖ Lays out frameworks and associations that are versatile, decentralized, and level: The production of administrators and civil servants is what organization is most popular for, not the advancement of pioneers. The capacity to effectively explore change is without a doubt the best trial of any pioneer's determination. Associations that are based on an organization or straightened progressive system model are much of the time genuine instances serious areas of strength for of. This model is a more brought together methodology, and the fundamental terms that portray it are perceive, make, and engage.

### **Conclusion:**

Scholastic remarks and books are showing up additional consistently nowadays. These works consolidate hypothetical, observational, and down to earth data and ideas that are appropriate to understanding exploration, strategies, and difficulties that are significant to instructive administration. These combination are just conceivable in light of the fact that the journalists have the contemplative ability to relate topical worries over a bigger reach and cross-over the subjects from which they start and

become perceived. To achieve this objective, this article has introduced a conversation on effective instructive administration in school organization and a quality reminder for a superior model that is pertinent to the instructive settings of Nigeria. This article could arrive at the resolution, in the wake of looking at the conditions encompassing quality instructive administration corresponding to school the executives, that achievement is sure assuming the utilization of the authority styles, standards, and techniques is appropriately and completely applied in school the board. This end could be reached in light of the fact that the article analyzed the conditions encompassing quality instructive administration. Tolerating and utilizing the essential initiative ideas and styles gives a critical chance to additional refining instructive administration and administration strategies and practices. This is made conceivable by quality instructive administration customs. Considering that things have not improved regardless of long stretches of tutoring in Nigerian government funded school the executives, the creators wish to recommend that extraordinary instructive administration standards and styles be taken on for the purpose of upgrading school the board in Nigeria. This is because of the way that right now things are not advancing in



Nigerian government funded school the executives. Instructive executives know that initiative includes making various decisions consistently, which calls for responsiveness as well as a consciousness of an assortment of administration procedures. In this manner, overcoming any barrier among hypothesis and practice ought to have the option to offer an examination of winning administration strategies. This will give school pioneers a decent establishing in both the hypothetical underpinnings and the down to earth utilizations of administration. Pioneers in schools are unequivocally encouraged to do all that it takes to distinguish the administration methodology or blend of strategies that would permit their establishment to achieve its objectives in the best way. At the point when carried out in the correct manner, an effective instructive administration style in school organization might be achieved sensibly rapidly, with little exertion, and for a minimal price. The consequences of the compelling instructive administration style applications are practical for various purposes, including worked on authoritative execution, improved individual and school development in educating and learning, and group building. These are only a portion of the expected utilizations of the discoveries.

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