ANTECEDENTS OF LEADERSHIP BEHAVIOUR OF WOMEN SARPANCH UNDER PANCHAYATI RAJ SYSTEM

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ABSTRACT

The present study was conducted in middle Gujarat. Out of eight districts in middle Gujarat: Anand, Kheda and Vadodara district was selected on the basis of highest number of women sarpanch available in districts. It was found that out of nineteen independent variables, sixteen variables had positive and significant correlation with their leadership behaviour. But age had negative and significant while, type of family and size of family of women sarpanch failed to show any significant relationship with their leadership behaviour. All the independent variables together were contributing 51.20 per cent variation as indicated by R^2 value.

Keywords : *women sarpanch, leadership behaviour, panchayati raj system, correlation and multiple regression coefficients*

INTRODUCTION

True democracy cannot be toil by twenty men sitting at ground. It has to be worked from below by the people of every village" this line demonstrate by panchayati raj system start with the mindset of women by changing their values regarding themselves and their ability, rights and potentials need to change. Leadership behaviour of women as women sarpanch are dummy leaders and there is always hidden control structure behind them to take decision and real decisions are taken by her husband and other family members, but these factors reinforce the need for the study rather than to lower its relevance (Chandravadia *et al.,* 2019). It was, therefore felt necessary to analyse the leadership characteristics which determines leadership behaviour and different leadership pattern of women sarpanch under panchayati raj system.

OBJECTIVE

To know the antecedents of leadership behaviour of women sarpanch under panchayati raj system

METHODOLOGY

The study was carried out in three districts of middle Gujarat and sample composes 124 women sarpanch were selected proportionately at random from different gram panchayats in Anand, Kheda and Vadodara districts of middle Gujarat. Districts were selected on the basis of having a highest number of women sarpanch in middle Gujarat.

The result stated in the Table 36 indicated that three-fifth (60.49 per cent) of the women sarpanch had medium level of leadership behaviour followed by 20.16 per cent and 17.74 per cent of them had low and high level of leadership behaviour. Almost meager 1.61 per cent of the women sarpanch had very high level of leadership behaviour.

RESULTS AND DISCUSSION

Table 1: Women sarpanch according to their overall leadership behavior (n=124)

Sr. No.	Categories	Frequency	Per cent
1	**Very low** (0 to 20 score)	00	00.00
2	**Low** (20.01 to 40.00 score)	25	20.16
3	**Medium** (40.01 to 60.00 score)	75	60.49
4	**High** (60.01 to 80.00 score)	22	17.74
5	**Very high** (80.01 to100 score)	02	01.61

Correlation analysis between independent and dependent variables

In order to find the factors which are determine leadership behaviour of women sarpanch, a correlation analysis was done by using statistical package for social science (SPSS) and the correlation coefficients are given in Table -2.

Table 2: Relationship between selected characteristics of the women sarpanch and their leadership behaviour (n=124)

Sr. No.	Independent variables	"r"
X_1	Age	-0.238*
X_2	Education	0.416**
X_3	Caste	0.247*
X_4	Occupation	0.399**
X_5	Annual income	0.332**
X_6	Type of family	0.180 NS
X_7	Size of family	0.198 NS
X_8	Institution linkages	0.406**
X_9	Political contact	0.279*
X_{10}	Social participation	0.306**
X_{11}	Mass media exposure	0.302**
X_{12}	Extension contact	0.292**
X_{13}	Information seeking behavior	0.461**
X_{14}	Cosmopoliteness	0.288*
X_{15}	Achievement motivation	0.499**
X_{16}	Knowledge about panchayati raj system	0.520**
X_{17}	Attitude on women reservation	0.559**
X_{18}	Social insight skill	0.278*
X_{19}	Value orientation	0.295**

* Significant at 0.05 per cent level of probability

NS – non significant

** Significant at 0.01 per cent level of probability

A cursory look at the correlation results found that out of nineteen independent variables, education, size of family, type of family, occupation, caste, annual income, institutional linkages, political contact, social participation, information seeking behavior, cosmopoliteness, achievement motivation, knowledge about panchayati raj system, attitude on women reservation and value orientation established positive and significant correlation with their leadership behaviour. But age had negative and significant correlation with their leadership behaviour. Rest variables viz. type of family, size of family of women sarpanch failed to show any significant relationship with their leadership behaviour.

Multiple regression results of leadership behaviour of the women sarpanch

Contributions of various independent variables to the variation in the leadership behaviour of women sarpanch were also established. From the results R = 0.71, imply that 71.0 per cent of the variation in leadership behaviour of women sarpanch under panchayati raj system while performing their duty was explain by the explanatory variables.

Table 3: Multiple regression analysis of leadership behaviour of the women sarpanch (n=124)

Sr. No.	Independent variables	Regression Co-efficient (b)	't' value
X_1	Age	-0.057	-0.761
X_2	Education	0.028	0.301
X_3	Caste	0.078	0.989
X_4	Occupation	-0.005	-0.055
X_5	Annual income	0.071	0.825
X_6	Type of family	0.012	0.151
X_7	Size of family	0.064	0.885
X_8	Institution linkages	-0.024	-0.257
X_9	Political contact	0.060	0.755
X_{10}	Social participation	0.043	0.524
X_{11}	Mass media exposure	-0.057	-0.598
X_{12}	Extension contact	0.033	0.419
X_{13}	Information seeking behavior	0.119	1.281
X_{14}	Cosmopoliteness	-0.003	-0.031
X_{15}	Achievement motivation	0.264	2.781
X_{16}	Knowledge about Panchayati raj system	0.199	2.134
X_{17}	Attitude on women reservation	-0.017	-0.202
X_{18}	Social insight skill	0.212	2.252
X_{19}	Value orientation	0.045	0.542

* Significant at 0.05 per cent level of probability

$R^2 = 0.512$, R = 0.718

** Significant at 0.01 per cent level of probability

From the regression analysis, it was concluded that out of nineteen variables, three variables namely social insight skill, achievement motivation and knowledge about panchayati raj system had significant effect on the leadership behaviour of the women sarpanch. Regression coefficient, indicated that one-unit change in achievement motivation, social insight skill and knowledge about panchayati raj system would affect 0.264 units, 0.212 units and 0.199 units change in leadership behaviour of women sarpanch, respectively

The various independent variables had their own units of measurement which did not permit a comparison of the partial 'b' values. To facilitate the comparison, the partial 'b' values were converted into standard partial 'b' values which were free from the units of measurements. The independent variables were than ranked on the basis of standard partial 'b' values to find out their relative importance in predicting the dependent variable. From the Table 2, it can be observed that out of thirteen independent variables, three variables were acquainting influence on leadership behaviour. All the independent variables together were contributing 51.20 per cent variation as indicated by R^2 value.

Table 4: Step-wise multiple regression analysis of leadership behaviour of women sarpanch (n=124)

Model	Independent Variables	Multiple correlation coefficient (R)	Coefficient of Determination (R²)	Partial regression coefficient (b)	Std. Error	Standard partial regression coefficient (SPRC)	Rank
1	**Social insight skill**	0.560	0.313 (31.30)	0.560	0.031	0.560	**1st**
2	**Social insight skill+ Achievement motivation**	0.638	0.407 (40.70)	0.431 0.332	0.031 0.053	0.458 0.369	**2nd**
3	**Social insight skill+ Achievement motivation +knowledge about Panchayati raj system**	0.689	0.474 (47.40)	0.317 0.289 0.294	0.032 0.050 0.123	0.350 0.342 0.338	**3rd**

It can be inferred that 31.30 per cent variation is explained by Social insight skill. However, social insight skill along with achievement motivation explains 40.70 per cent variation and social insight skill, achievement motivation and knowledge about panchayati raj system accounted for 47.40 per cent variation in leadership behaviour. The R^2 values at each stage of step up regression were found to be significant.

CONCLUSION

It can be conclude that out of nineteen independent variables, sixteen variables had positive and significant correlation with their leadership behaviour. But age had negative and significant while, type of family and size of family of women sarpanch failed to show any significant relationship with their leadership behaviour. From the regression analysis, it was found that all the nineteen variables explain R^2 = 0.512 leadership behaviour of women sarpanch and three variables namely achievement motivation, social insight skill and knowledge about panchayati raj system R2 = 47.40 had significant effect in determination of the leadership behaviour.

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