LEVEL OF COMPETENCIES, GENDER AND LEADERSHIP EFFECTIVENESS IN A RESEARCH UNIVERSITY

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Abstract
Are levels of competencies related to academic leadership effectiveness? Is gender related to leadership effectiveness? Is there an interaction effect between levels of competencies and gender on leadership effectiveness? These research questions were examined in the context of middle level leadership in a research university in Malaysia. This study is a survey that involves 59 respondents which includes the Deans, Deputy Deans, Directors and Head of Departments. The data were collected using research instrument adapted and developed by the researchers. Six levels of competencies were studied that include areas such as Organizational Strategy, Resource Management, Communication, Collaboration, Higher Education Advocacy and Professionalism. The data were analyzed using Factorial ANOVA. Based on the analysis, the findings were: (1) Levels of competencies have significant effect on leadership effectiveness; (2) Gender does not have significant effect on leadership effectiveness; (3) The interaction between levels of competencies and gender does not have a significant effect on leadership effectiveness. Based on the findings, the levels of competencies can be utilized for developing academic leaders in Research University in Malaysia.

Keywords: Leadership competencies, Organizational Strategy, Resource Management, Communication, Collaboration, Higher Education Advocacy, Professionalism, Effective leadership, Research University.

REFERENCES


