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# RELATIONSHIP BETWEEN LEADERSHIP BEHAVIOUR AND RESILIENCE AMONG YOUNG ADULTS IN SPORTS

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**Abstract:** Young adults are important elements of providing energy, excitement and talent to a variety of sporting activities. Resilience is the psychological attribute. Resilient individual can adapt to adversity, disasters, and trauma. They find methods to overcome life ups and downs and move forward. Leadership behaviors are the acts and behaviors that leaders include into their managing styles to effectively. The capacity to adjust, bounce back from losses, and lead successfully during uncertain or changing circumstances is resilience in leadership. This study examines the relationship between leadership behavior and resilience among young adults in sports. Survey method was used in this study and simple random sampling technique was used to select the participants. Standardized measures were used: Leadership Scale for sports (LSS) and Connor-Davidson Resilience Scale (CD-RISC). Participants were 61 from young adults (18-26) from a variety sports player. Results of the study shows that the positive correlation between leadership behavior and resilience. This indicates that as leaders exhibit more effective behaviors, their resilience tends to increase.

**Key Word:** Resilience, leadership behavior, sports player, young adults.

## I. Introduction

In the world million individuals aged 18-25 engaging in various form of athletic activity each year. Young adults are a vital part of the sports landscape, bringing, energy, enthusiasm, and talent to various athletic pursuits. In this demographic is characterized by transition and self-discovery, navigating the challenges of higher education, career development, and independent living. Sports participation during this stage can play a significant role in shaping their identities, building social connections, and fostering personal growth. Resilience an ability to bounce back from the difficult situation or events. A resilient person is able to find the bright side of things and learn from the difficult circumstances they encounter. Resilience is the extraordinary ability to survive, recover, and grow in the face of adversity. Its ability to withstand life unexpected punches, adapt to new circumstances, and emerge stronger and wiser. According to APA dictionary leadership the processes involved in leading others, including organizing, directing, coordinating, and motivating their efforts toward achieving certain group or organizational goals. In order to reach a common goal, effective leaders inspire, motivate, and empower their followers. Leaders who demonstrate outstanding leadership behavior have excellent communication skills, actively listening to their team members, providing constructive feedback, and maintaining an open-door policy. Arnold et al. (2000)<sup>1</sup> mentioned five categories of leadership behavior constructs required for empowering teams, namely: 1) leading by example : as a set of behaviors displaying the commitment of the leader to his or her own work and that of the team, 2) coaching : behavior that educates team members and assists them to become self-reliant, 3) showing concern : behavior that shows a regard for team members wellness, 4) information pertaining to the vision and mission of the company and 5) participative decision-making : team members inputs and information are considered by the leader, and team members are encouraged to express their opinions and ideas. Leaders had a capacity to bounce back from failures and setbacks. It enabling to cope stress and adversity. The aim of the present study is found out the relationship between leadership behaviour and resilience among young adults in sports.

## Operational definition

### Leadership behavior

The essence of leadership is defined as “influencing and facilitating individual and collective efforts to accomplish shared objectives” (Yukl, 2012)<sup>2</sup>.

Leadership behavior is operationally defined to the manifest actions, decisions, and communication patterns of an individual that may inspire, motivate, and guide others toward shared visions or goals.

### Resilience

According to American Psychological Association (APA) defines resilience as the process of adapting well to challenging life experiences, such as adversity, trauma, or tragedy.

Resilience is operationally defined as the dynamic and adaptive process by which an individual, a group, or an organization absorbs, recovers from, and adapts to adversity, trauma, or significant stress, maintaining or enhancing overall well-being and functioning.

### Objectives

To find out the level of leadership behavior among young adults in sports

To find out the level of resilience among young adults in sports.

To find out the relationship between leadership behavior and resilience among young adults in sports.

### Hypotheses

There is no difference in the level of leadership behavior among young adults in sports.

There is no difference in the level of resilience among young adults in sports.

There is no significant relationship between leadership behavior and resilience among young adults in sports.

## II. REVIEW OF LITERATURE

More studies were reviewed related to the leadership behavior and resilience. Majority of the studies were correlate leadership behavior with other variable and also resilience correlate with another variable. Very less studies have been found using correlation between resilience and leadership behavior. Here some studies are mentioned to understand the relationship between resilience and leadership behavior. **Suma Lavanya and Mutnury's (2023)<sup>4</sup>** exploring the study ‘Measuring resilience: Standardization of the Mathematical model’ was to create a standardized mathematical model for assessing resilience. The study’s main methodology was mathematical modelling, and it used a quantitative research design. For the study, 627 participants in all representing a variety of background were enlisted. The tool was used in this study such as Resilience Test (REST) Battery (Rajendran, 2020). The study findings showed how well the suggested model quantified resilience with a high level of accuracy and dependability.

**Charlotte et.al, (2022)<sup>5</sup>** conducted “Positive and proactive leadership: disentangling the relationships between stress, resilience, leadership style and leader satisfaction /well-being”. This study investigated how various leadership styles interact with the stress and resilience to influence leader overall pleasure and well-being. In this study adopted the sample size of 101 E.M.B.A. alumni from a US-based university. The tools were used in this study such as Integrative leadership questionnaire (Heinitz &Rowold)<sup>6</sup> and Leader-Member Exchange (LMX-7) Questionnaires. Using a quantitative methodology, the author collected survey data from leaders in a variety of organizational situations to examine the interrelationships between stress, resilience, leadership



style, and personal wellbeing. The result of the study is transformational leadership and resilience are crucial for mitigating stress and enhancing leader satisfaction and well-being.

**Dirk van Dierendonk et.al (2018)**<sup>7</sup> examine “leadership behavior and subordinate well-being”. the study employed a quantitative, cross-sectional design using self-report measures. Sampling method of this study used to Stratified random sampling take a survey of 354 employees from a UK-based organization. The tools were used in this study Multifactor Leadership Questionnaire (MLQ) by Bruce J. et al in (1985)<sup>8</sup> and General Health Questionnaire (GHQ-12) by Goldberg & Williams (1988)<sup>9</sup>. Result of this study found a significant positive relationship between transformational leadership behavior and subordinate well-being. The findings highlight the importance of leadership behavior in promoting employee overall well-being.

**Carmelina Lawton Smith (2017)**<sup>10</sup> conducted “Coaching for leadership resilience: An Integrated Approach”. The study conducts a qualitative method to investigated the efficacy of coaching in promoting leadership resilience. Semi-structure interview was conducted with 8 participants. The Literature review previous studies, emphasizing the necessity of the comprehensive strategy that takes into account individual, organizational, and environmental aspects. According to Lawton smith coaching promotes autonomy, competence, and relatedness, all of which are important for leadership resilience. The study found that coaching boosts leader confidence, self-awareness, and ability to deal with adversity. Key findings show that integrated coaching approach enhance leadership well-being and performance and help leaders navigate difficult circumstances.

**Babalwa tau et.al (2004)**<sup>11</sup> conducted “The relationship between resilience and empowering leader behavior of nurse managers in the mining healthcare sector”. The study employed a quantitative, descriptive and correlational design. This research population comprised 31 nurse managers, 101 professional nurses, 79 enrolled nurses and 79 enrolled nursing auxiliaries who participated in this study, the tools were used in this study such as Connor-Davidson Resilience scale (CD-RISC)<sup>12</sup> and Empowering Leader Behavior Questionnaire (ELBQ). The study used a combination of sampling methods is convenience sampling to selected participants from a convenient and accessible population and also used to purpose sampling they focusing a specifically targeted nurse managers and nursing staff. The result of this study higher leadership qualities is related to higher resilience levels.

After reviewed many sources, majority of the studies are used the Connor Davidson Resilience Scale (CD-RISC-10) and Leadership scale for sports (LSS) for measuring resilience and leadership behavior respectively.

### III. Material and Methods

#### Research design:

A survey method was used to collect the data.

#### Sample:

A simple random sampling technique was used to select 61 sports players from various sports in Sivagangai District.

#### Inclusion criteria:

Aged 18-26 years

Currently competing in sports at the collegiate, semi-professional or professional level that is football, basketball, cricket, kabaddi etc.

#### Exclusion criteria:

Above age 26 were excluded.

Adults who had not participated in sports at the professional level.

## Tools used for the study

### Connor Davidson Resilience Scale (CD-RISC-10)

Connor Davidson Resilience Scale (Connor & Davidson, 2015) is used to assess people's levels of resilience. The scale, which has 10 items, their responses on a 4-point Likert scale on the unidimensional self-reported questionnaire. Each item can receive a minimum or maximum score of 0 or 4. The high resilience is indicated by a high score on it and vice versa. This scale has a reliability with the alpha value of 0.87 and convergent and divergent validity.

### Leadership scale for sports (LSS)

Preferred and perceived version of Chelladurai and Saleh's (1980) Leadership scale for sports (LSS) were used to assess the leadership behaviors. These instruments consist of 40-items scale measure 5 dimensions of leadership behavior. Training and instruction behavior (13 items), democratic behavior (9 items), autocratic behavior (5 items), social support behavior (8 items) and positive feedback behavior (5 items). Each of 40 items responses are scored on a 5-point Likert-type scale. This scale has reliability with the alpha value of 0.70 and convergent and discriminant validity.

## Procedure:

The current study included 61 participants who were chosen through a survey method. The data were collected manually. Each participant was approached individually, and informed consent was obtained before starting data collection, followed by demographic information and two questionnaires. Participants were chosen using a basic random selection procedure. Data gathering and analysis was completed. Calculations are performed to determine the mean and standard deviation of the leadership behavior and resilience variables. Next, the level of each variable is computed. It carried out to see how these variables interact with one another. The correlation between the two variables was then evaluated to determine the significance of the association.

## IV. Result and discussion

Table 1: The mean, median, mode and standard deviation of leadership behavior and resilience among young adults in sports

| Variables           | Sample size | Mean  | Median | Mode | SD   | Skewness | Kurtosis |
|---------------------|-------------|-------|--------|------|------|----------|----------|
| Leadership behavior | 61          | 137.5 | 129    | 200  | 36.5 | -0.05    | 0.15     |
| Resilience          | 61          | 24.5  | 24     | 30   | 9.69 | -0.50    | 0.14     |

From the table 1, descriptive statistics was done by 61 participants among young adults in sports. The mean, median, mode and standard deviation of leadership behavior is 137.49, 129, 200, 36.48 respectively and skewness is -0.05 which represents the distribution is negatively skewed and the kurtosis is 0.15 which represents platykurtic and the mean, median, mode and standard

deviation of resilience calculations are 24.26, 24, 30, and 9.69 respectively and skewness is -0.50 which represents the distribution is negatively skewed and the kurtosis is 0.14 which represents platykurtic.

**Table 2:**

**Level of leadership behavior and resilience among young adult in sports**

| Variable            | Sample size | High | Moderate | Low |
|---------------------|-------------|------|----------|-----|
| Leadership behavior | 61          | 14   | 40       | 7   |
| Resilience          | 61          | 10   | 45       | 6   |

The data regarding the leadership behavior and resilience among young adults is displayed in Table2. The levels were calculated using the mean  $\pm$  SD of the leadership behavior and resilience respectively. In leadership behavior the participants who scored above 174 falls under high level of leadership behavior and scored between 174-101 falls under the moderate level of leadership behavior and scored 101 and below falls under the low level of leadership behavior. In resilience the participants who scored above 34 falls under high level of resilience and scored between 34-15 falls under the moderate level of resilience and scored below 15 falls under low level of resilience.

According to table 2, In leadership behavior 14 participants falls under the high level of leadership behavior, 40 participants falls under the moderate level and 7 participants falls under the low level. Hence the stated hypothesis “There is no difference in the level of leadership behavior among young adults in sports” is rejected. To sum up there is a significant difference in the level of leadership behavior among young adults in sports.

In resilience 10 participants falls under the high level of resilience, 45 participants fall under the moderate level and 6 participants falls under the low level. Hence the stated hypothesis “There is no difference in the level of resilience among young adults in sports” is rejected. To sum up there is a significant difference in the level of resilience among young adults in sports.

Most of the participants falls under the moderate level in both leadership behavior (40 participants) and resilience (45 participants) behind the reason is young adults in sports have a moderate level of bounce back capability and self-confident.

**Table 3:**

**Correlation between leadership behavior and resilience**

| Variables            | r value |
|----------------------|---------|
| Leadership behaviour |         |

|            |         |
|------------|---------|
| Resilience | 0.807** |
|------------|---------|

\*\*Correlation is significant at the 0.01 level (2- tailed).

The relationship between leadership behavior and resilience is displayed in Table 3. The results show a positive correlation ( $r = 0.807$ ) between leadership behavior and resilience at the 0.01 level. This finding when the leadership behavior rises their resilience tends to increases. The stated hypothesis, “There is no significant relationship between leadership behavior and resilience among young adults in sports” is rejected. To sum up, there is a significant relationship between leadership behavior and resilience among young adults in sports.

### V. Conclusion

These findings of the present study revealed there is a positive correlation between leadership behavior and resilience among young adults in sports. As leadership behavior improves, resilience tends to increase, enables leaders to better navigate challenges and drive success. Leadership behavior is largely involved in resilience to develop a leadership qualities and skill to facing a Stressful situation. In all, there are a number of tactics that will be used in sustaining high resilience and leadership behavior. First of all, give self-care and maintain your body and mind, through regular physical exercise, consumption of a healthy diet, and sufficient sleep to maintain energy. Second, continue to develop an attitude of growth by embracing the challenges, gaining from mistakes made, and demanding criticism. Lastly, continue to educate and train yourself to be up to date with the trends and best practices in the market and to keep challenging yourself as a leader.

### Acknowledgement

This article is written under RUSA 2.0 Theme-Based Research Project.

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