

Relationship of Demographic Variables with Public School Heads' Transformational And Transactional Leadership

Ehsan Mahmood* and Riaz Hussain Malik**

This study aimed at determining relationship of demographic variables with heads' self perception of transformational and transactional leadership styles. The data were collected including both boys and girls public primary schools in eight districts of the Punjab. Two instrument i.e. Multifactor Leadership Questionnaire (MLQ) and Demographic Variable Measurement Instrument (DVMI) were used to collect data from 467 heads. Data were analyzed by employing 'independent sample t-test' and 'one way ANOVA' statistical techniques. Transformational leadership emerged as the most preferential leadership style of public primary school heads. Female heads found to be most transformational as compared to male heads. Whereas, male heads demonstrated more transactional leadership style as compared to female heads. School locale (Urban/Rural) showed no effects on heads' perception of their leadership style. Heads' academic and professional qualification did not show any effect on heads perception of their leadership style. However age level affected heads transformational leadership style and heads belonging to the age group 51-60 years found more transformational leaders.

Key words: Demographic Variables, Transformational Leadership, Transactional Leadership

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Leadership has always been a subject of immense interest since the early days when people used to work in groups for the accomplishment of shared goals (Robbins & Sanghi,

* Ehsan Mehmood Principle, Islamabad Modal college for boys 1-10/1 Islamabad. abusamit@ hotmail.com

** Riaz Hussain Malik Principle, Govt.Higher Secondary School, Hafizabad. malikriazdr@gmail. com 2006).