Abstract

The study is focused on understanding self awareness, transactional leadership, transformational leadership, servant leadership and transcendental leadership and the relationship between self awareness and these four leadership styles. The literature review discusses present understanding available in these areas and identifies gaps for the researcher to study further. Based on the gaps, identified the hypotheses and are used for empirical verification via statistical tools. A questionnaire is designed for the purpose of measuring self awareness, transactional leadership, transformational leadership, servant leadership, and transcendental leadership and to test the relationship between self awareness and leadership styles.

The questionnaire was piloted and the results were verified for reliability before embarking on final data collection. These questions were reviewed by experts in the software industry, academia in the leadership and psychology domains. The questionnaire was hosted on Internet and the responses were collected in a spreadsheet and used directly to upload into SPSS software for obtaining statistical results.

This research is carried out in the domain of IT industry in Hyderabad, India. The sample consists of managers in the software industry, who are required to exhibit leadership in their work life. The population consists of various levels of managers, lower (team leaders,
first line managers), middle, and senior level managers (Directors, General Managers, Vice Presidents, CIOs, and CFOs).

This research infers a positive correlation between self awareness and leadership styles, especially transformational leadership and servant leadership. Transcendental leadership construct is inclusive of self awareness. The research also infers that transactional leadership does not to have a relationship with self awareness. Of the demographic variables, managerial hierarchy and managerial experience found to have relationship with leadership styles. Self awareness found to have relationship with managerial experience. The discussion of results, after the statistical analysis, gives useful insights for ways to enhance leadership among managers in the IT industry.