CHAPTER IV

DESCRIPTION OF DATA

Normality and Linearity of Different Score Distributions Related to the Variables of Personality and Leadership Behaviour

In order to make use of most of the statistical techniques for analysing the data in the present study, it was thought to examine score distributions of all the variables under consideration for normality. Consequently, the measures of central tendency, standard deviation and also numerical determinants of skewness and kurtosis were worked out in respect of personality and leadership behaviour scores. Guided by the objectives of the study, the linearity of different personality variables taken one by one has also been examined in respect of the criterian variables of leadership behaviour. The details of results are given in Tables 4.1 to 4.3.

Values of Sk and Ku given in Table 4.1 show that personality scores for the total sample of Principals are normally distributed except for a nominal positive skewness. The values of kurtosis ranged from .23 to .31 except for the personality factor G for which it was found to be .47. These distributions, therefore, closely approximate the normal distribution.
### Table 4.1
Means, SDs, Sk and Ku of Personality

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The values of Sk and Ku in Table 4.2 show that the leadership behaviour dimensions for the total sample of Principals are normally distributed, except for the dimensions of 'Demands Reconciliation' and 'Role Assumption' in which case it is a little positively skewed (Sk = .49, .51).

Kurtosis ranged from .23 to .28. This is again quite near to the value of Ku equal to .263 in a normal distribution. On the whole, the distributions of all the leadership behaviour variables were quite within the acceptable limits of chance fluctuations.

Overview of the above results suggest that the score distributions of different variables closely proximated the normal distributions. These variables may be accepted as normally distributed in the population.

**Linearity**

Linearity of relationship among all the 28 variables - 16 variables of personality and 12 variables of leadership behaviour - was examined. The results obtained directly from the computer have been entered in Table 4.3 wherein 'r' means the product-moment correlations, 'η' stands for eta coefficients and F represents test of significance.

F values represented in Table 4.3 testified that in the total sample, the relationship of the Personality Factor A (Reserved vs outgoing) with Personality Factors B (Intelligence),
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E (Humble vs assertive), F (Sober vs happy-go-lucky),
G (Expeditious vs conscientious), Q₂ (Group dependent vs self-sufficient) showed significant deviations from linearity with regard to the criterion at .01 level. Personality Factors N (Artless vs shrewd), Q₁ (Conservative vs liberal) showed non-linear trend at .05 level of significance. Rest of the measures showed linearity in their distribution of scores within acceptable limits.

With regard to the Personality Factor B (Intelligence), 26 relationships were computerised and only six showed non-linear trend. These measures were Personality Factor E (Humble vs assertive), Leadership behaviour measures, Tolerance of uncertainty, Productive emphasis and Personality Factor U (Confident vs apprehensive), Q₂ (Group dependent vs self-sufficient) and Role assumption which showed significance at .05 and .01 level, respectively. F test confirmed the linearity of the rest of the variables.

Entries in Table 4.3 show that the third personality variable C (Emotionally less stable vs emotionally stable) had three non-linear trends which were significant at .01 and .05 level. These were the Personality Factors G (Expeditious vs conscientious), Q₂ (Group dependent vs self-sufficient), L (Trusting vs suspicious). The rest of the variables had linear distribution within statistically acceptable limit.
The fourth variable Personality Factor E (Humble vs assertive) was found to show six non-linear relationships - three at .01 level and three at .05 level of significance. These were Personality Factors F (Sober vs happy-go-lucky), G (Expedient vs conscientious), I (Tough minded vs tender minded), Q (Conservative vs liberal) and Leadership Behaviour measures Productive emphasis and Integration respectively.

The relationship of the Personality Factor F (Sober vs happy-go-lucky) with the Personality Factors N (Artless vs shrewd), Q (Undisciplined vs self-controlled) and the Leadership Behaviour variables Demands Reconciliation, Tolerance of Freedom and Predictive Accuracy revealed non-linear trend with regard to the criterion at .01 level. The rest were found to be satisfactorily linear.

The Personality Factor G (Expedient vs conscientious) confirmed three deviations from linearity at .01 and .05 level of significance. These were L (Trusting vs suspicious), Q (Undisciplined vs controlled), and Productive emphasis. Similarly, the relationship of each of the measures from the Personality Factors H (Timid vs venturesome) onwards with the rest of the measures showed in all forty-eight significant deviations from linearity with regard to the criterion at .01 level and .05 level of significance with each of the remaining variables. All the rest of the variables had linear distributions within acceptable limit.
Taking the overall picture, F-values (Table 4.3) show that out of 378 relationships only 82 values significantly deviate at .01 level and .05 level.
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LINEARITY BETWEEN VARIABLES OF PERSONALITY AND VARIABLES OF LEADERSHIP BEHAVIOUR

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