

Galvinising Higher Education Institutions as Creative, Humanised and Innovative Environments

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Abstract : The purpose of this research is to focus on the importance of distributed leadership in universities and Higher Education Institutions (HEIs). The research question is whether there a significant finding in self-reported ratings of leadership styles of those respondents that are studying management. The study aims to further discover whether students are encouraged to become responsible and proactive citizens, to develop their skills set, specifically shared leadership and higher-level skills to inspire creation knowledge, sharing and distribution thereof. Contemporary organizations need active and responsible individuals who are capable to make decisions swiftly and responsibly. Leadership influences innovative results and education play a dynamic role in preparing graduates. Critical reflection of extant literature indicates a need for a culture of leadership and innovation to promote organizational sustainability in the globalised world. This study debates the need for HEIs to prepare the graduate for both organizations and society as a whole. This active collaboration should be the very essence of both universities and the industry in order for these to achieve responsible sustainability. Learning and innovation further depend on leadership efficacy. This study follows the pragmatic paradigm methodology. Primary data collection is currently being gathered via the web-based questionnaire link which was made available on the UKZN notice system. The questionnaire has 35 items with a Likert scale of five response options. The purposeful sample method was used, and the population entails the undergraduate and postgraduate students in the College of Law and Business, University of KwaZulu-Natal, South Africa. Limitations include the design of the study and the reliance on the quantitative data as the only method of primary data collection. This study is of added value for scholars and organizations in the innovation economy.

Keywords : knowledge creation, learning, performance, sustainability

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