

Understanding of Leadership and Factors Associated with Leadership Success from Nepali Perspective (Grounded Theory Study)

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ABSTRACT

This qualitative, grounded theory study focuses on Nepalese perspective on leadership. The study explores conceptualizations of leadership and the skills required to be an effective leader in Nepalese context. The question this study explores is, “How leadership as a social phenomenon is understood in Nepal and what are the factors that are associated to leadership success? The literature review encompasses readings on leadership and cross cultural leadership. The review of leadership includes a brief history and development in the field of leadership as a foundational base.

Data collection consisted of open-ended interviews and survey with 18 research participants. Individual interviews were conducted with randomly selected participants. Data analysis followed the grounded theory, a constant comparative method that allows themes to emerge directly from the data through text analysis. Findings were compared across.

A wide range of ideas emerged from the interview. From the study a theme “leaders must have ability to achieve the objective and have ability to show the direction” emerged. To the most of respondents, general understanding about leaders was that they (leaders) should be affiliated to some political parties. Traits varied from honesty to visionary, from stating the objective clearly to driving the country in the right direction which suggests that Nepalese people consider “Charismatic Inspirational Leadership” as effective leadership prototype.

From the study, it is found that “Leadership emerges through one's own characteristics like sacrifice, education, knowledge, character (charitra), behavior, experience, team work” and it is also revealed that “Leadership emerges through time, circumstances and situation”.