

Transformational Leadership Style as a Predictor of Crisis Management Skill: A Study on Correctional Officers of West Bengal

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Abstract

Leadership is essential for managing critical situation of every organization. Law enforcement professionals face different types of organizational crises. Thus correctional organizations are in need of effective leadership style for handling such crisesconditions. Transformational leadership is an effective leadership style which helps to accumulate the support to meet the changing demands of society and share positive vision of the future and can turn crisis into opportunity. In this regard, the present study aimed to investigate the role of transformational leadership style on crisis management skills of correctional officers of correctional organizations of West Bengal. The study also aimed to find out the nature of transformational leadership style with respect to the age and rank position of the correctional officers of West Bengal. For this purpose data were gathered from randomly selected 100 correctional officers of West Bengal by using three tools - i) general informational schedule, ii) adapted version (Sarkar and Ray, 2015) of transformational leadership questionnaire(M. Sashkin, 1997) and iii) Crisis Management Skills Questionnaire by Majumdar and Ray (2009). Responses were treated qualitatively and quantitatively (mean, standard deviation, correlational analysis and regression analysis) as per requirement. The data based facts highlighted that nature of transformational leadership style varied with respect to the age and rank position of the correctional officers. The study found that there was a significant relationship between transformational leadership style and crisis management skills of correctional officers of West Bengal. It also recommended that transformational leadership style is a predictor of the crisis management skills of correctional officers.

Keywords: *Transformational Leadership Style, Crisis Management Skill and Age and Rank Positions of Correctional Officers*