

**A COMPERATIVE STUDY OF THE
TEACHING VOLUNTEERS' PERCEPTIONS
TOWARD LEADERSHIP STYLES AND
ORGANIZATIONAL CULTURE AT SHANAN
EDUCATION NETWORKING GROUP (SENG),
NORTHERN SHAN STATE, MYANMAR**

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Abstract: The purpose of this study was to compare the teaching volunteers' perceptions toward leadership styles and organizational cultures in SHANAN Education Networking Group (SENG), Northern Shan State, Myanmar. The study focused on teaching volunteers from the five (5) selected community-based education centers in Northern Shan State, under the SHANAN Education Networking Group, Myanmar. The sample was composed of eighty-five (85) teaching volunteers in SENG. The main source of the data was a set of questionnaire that covers teaching volunteers' demographics, leadership styles and organizational culture. The collected data were analyzed by using the descriptive statistics, Frequency percentage, Standard deviation Mean, and One-way ANOVA. The study found that Democratic leadership style was the most perceived leadership style of teaching volunteers at SHANAN Education Networking Group, Northern Shan State, Myanmar. The teaching volunteers' perceptions toward Organizational culture were at "Positive level," which means that they were positive perceptions towards the Organizational culture of SHANAN Education Networking Group, Myanmar. The research found there was no significance difference between teaching volunteers' leadership styles and their perceptions toward organizational culture. No matter what leadership styles teaching volunteers were used, their perceptions toward organizational culture were the same.

Keywords: Teaching Volunteer's leadership styles, leadership, Organizational culture, Community Based School, Myanmar.

Introduction

Nowadays, leadership becomes everyone's business for many reasons. One of the reasons is that people are aware of how it is important leading or leadership is in this global age. The effectiveness of leadership can shape or determine of their respective nation,

organization, society, community, and school even their family. In addition to this, people have learnt and understood the effectiveness of the good and bad leaders from the past. Therefore, leadership is taking a very important role in every nations, societies, communities, organization, and schools. Leadership can be referred as the image as well as the power which may change people, and transform potential into reality. Leadership is the vital act which brings to success all of the potential that is in an organization and its people. It will be meaningless to put someone who cannot influence in the place of leadership. We as human beings might face the same problem under the same sun, but the way our leaders solve these problems might be different. Thus, leadership is not only a major way in which people change the minds of other and move organizations forward to accomplish identified goals, but also leadership is the key factor that drive every organization to success or to be accepted by the community (Kouzes & Posner, 2007). It is true that we, as human being are socially come together to carry out various activities, since we do know that there are so many things that we cannot do alone without the help of other people. Therefore, making an organization to success, the people or members of the organization will be still the key factors to make it happened.

Objectives

1. To survey the demographics of teaching volunteers at SHANAN Education Networking Group, Northern Shan State, Myanmar including gender, age, year of working experience, and educational level.
2. To identify leadership styles of teaching volunteers at SHANAN Education Networking Group, Northern Shan State, Myanmar.
3. To identify the teaching volunteers' perceptions of the organizational culture of SHANAN Education Networking Group, Northern Shan State, Myanmar.
4. To compare teaching volunteer's perceptions toward an organizational culture in SHANAN Education Networking Group, Northern Shan State, Myanmar based upon their leadership styles.

Literature Review

What is Leadership and what is the significant difference between leadership and leaders? The answer is that a leader is a person who leads or serve, but the leadership is the behavior; attitude; and attribute of the leader.

On the other hands, it has been argued that leaders are born, but they are not made. However history has

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