A Factor Analysis on Ideal Leadership Characteristics Among Young MBA Students: A Case Study of International MBA Program in Assumption University

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Abstract

This survey research used the quantitative approach and examined four variables, consisting of self-awareness, communication, trust, and team-building literature review. This study was conducted at Assumption University of Thailand, Hua-mak campus among current international MBA program students who were employees in different organizations in Bangkok. For analyzing the gathered data, analysis descriptive statistics and factor analysis were used to find out the perception of respondents, specifying the characteristics that were appropriate for grounding up as leadership development program, and then determined the priorities of these characteristics that could be fitted for proposing LDP. The procedure and finding of this study as the model can be used for schools of management, related training institutes, and organizations that would like to design and implement LDPs for their employees to train current or future leaders.

Keywords: leadership development program (LDP), self-awareness, communication, trust, and team-building.

Introduction

There is lack of competency among leaders for organizations effectiveness (Collins & Holton, 2004). Administering a survey on individuals, and explore what characteristics are important to develop current leaders and are useful for training the youths for future of organization is a vital step for creating an effective and practical leadership development program. 21st century with full of uncertainty and complexity, requiring of effective leadership feel to be more necessary than the past. So, surviving organizations needs new generation of effective leaders. Leadership plays the core role in each big or small business or organization which could change the potential to the reality. The code of success for organizations is the strong willingness of investment on building and

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