

Management and Digitalization in Modern Higher Education

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ABSTRACT

The article focuses on the management and digitalization in modern higher education. Specifically, it considers the problem of leadership as the ability to influence people and groups in the organization to achieve its goals. This research discusses the most famous theories of leadership and concept of modern leadership, where leadership is interpreted as helping others in their development and fulfilment, because people (staff) are the main resource of the organization. After revising some case studies and example, we conclude that the most important problem is training of managers and future managers (leaders) in higher education through innovative educational technologies.

Keywords: *Philosophy of Education, identity, the principle of integrity, synergy, modern philosophy.*

1. INTRODUCTION

Leadership seems to be the only aspect of people's social behaviour that has been causing so much interest among sociologists, psychologists, philosophers and other scholars of humanities. Leadership is inherent to all human communities and is the oldest organizational form. It reflects a principal social law common for most people and is rooted in the human social nature as it is based on natural needs of complex social systems; one of these needs is a need for social and cultural self-regulation, self-organization, and for ordering certain elements of the social system in order to provide for its vitality and functionality. Although people have been interested in the leadership issue since the dawn of times, its systematic, targeted and broad research didn't start before Taylor [1], who pioneered it. Some research into scientific literature shows that the essence and idea of leadership have been changing along with the development of leadership theories since early 1900s; these theories can be classified into four major groups.

The first group comprises theories based on the analysis of leadership qualities. These are the theory of a "great hero", the theory of leadership features, and the charismatic theory of leadership. These are the earliest leadership theories that emerged and evolved in the first half of the 20th century, when feature and the character pertinent to a leader were broadly studied. The authors of these theories claimed that leadership results from a person's individual features and character. If we could single out certain features that characterize a leader, then individuals who possess these features could develop their leadership potential promptly and effectively. The

idea was attractive. However, science has studied all known features of human character over the last 100 years, and yet the answer to the question "What does it take to become a leader?" is still a mystery. Nevertheless, dominant leadership features are still being studied today. Moreover, these theories are precious for educational science that studies the possibilities for development of a personality's leadership qualities.

The second group of theories considers leadership as a set of role models for a leader's behaviour. This group includes behavioural theories, theories of "expectation and interaction", attributive theories, theories of exchange, transactional analysis and transformation leadership, and also motivation theories. Some of these theories look into leaders' behaviour or into the behaviour of a leader who exercises power. Others focus on behaviour in relationship, that is, the structure of relationship between leaders and their followers.

The third group examines conditions that set the background for leadership, or "where leadership takes place". The main disadvantage of behavioural and role theories was that they did not take into account the social context for the process of leadership. Models that consider the unity of internal and external factors influencing our activity give us an insight into the relationship between a leader and a group. This group includes situational and "personality-situation" theories, as well as various humanitarian views. In accordance with these theories, leaders do not only adjust to a situation's critical factors, but also reveal their leadership qualities in such critical conditions. The authors assumed that leadership had to change just as the situation was changing around them; they ascribed certain factors that defined leadership.

Modern Higher Education A Wholistic View

Mustafa Kayyali



Modern Higher Education A Wholistic View:

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