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RESEARCH ARTICLE

ESTIMATION OF THE SOCIO –PSYCHOLOGICAL CONSTRUCT OF RURAL LEADERS:  
AN AGRO- ECONOMIC AND SOCIO PSYCHOLOGICAL INTERPRETATION

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ABSTRACT

Rural leaders act as lighthouse to the villagers. They make decisions for the people where people interests as well as development of villages are involved. They tend to change the thought and action of others. The body- mind dialectics has got a dictum on the delivery mechanism of personality, which is being influenced by unique genetic characteristics and disposed of by its phenotypic expression through interaction with social environment. Thus leadership pattern, motivational elements of leaders, their psychological construct and personality profiles need to be studied in a framework to assess how all these factors do influence the attainment of social, political and cultural goals of common people. Any leader or person does act as per his/her social and psychological construct and the functions are unleashing by their structure. It is thus very much needed to understand the rural leadership structure so that this insight may be helpful in shaping up the capacity building programmers for the rural leader having an impact over the agriculture development in particular and rural development in general. Different value orientation or characters viz a viz variables were included in designing Socio-psychological structure like age (X<sub>1</sub>), community (X<sub>2</sub>), occupation (X<sub>3</sub>), education (X<sub>4</sub>), family size (X<sub>5</sub>), economic status (X<sub>6</sub>), five year Plan (X<sub>7</sub>), panchayat system (X<sub>8</sub>), Dominance (X<sub>9</sub>), Self Confidence (X<sub>10</sub>), Dogmatism (X<sub>11</sub>), Authoritarianism-equalitarianism (X<sub>12</sub>), conservatism-liberalism (X<sub>13</sub>), fatalism-scientificism (X<sub>14</sub>), familism-individualism (X<sub>15</sub>), progressive –reactionary (X<sub>16</sub>), political ideology (X<sub>17</sub>), election-attitude (X<sub>18</sub>) and alienation (X<sub>19</sub>) which do form both configurative and compositional element of leadership. The present study was carried out with the rural leaders (Sociometric leaders and Institutional leaders) at Haringhata Block I of Nadia district in the state of West Bengal. The purposive sampling technique was followed in case of selecting the state, district, block and villages for generating the required data. From three villages namely Simhat, Fatepur and Mollabellia 100 respondents were selected. For some leaders selection have been must since there has been no choice but to select for example Panchayat leaders for some respondents the researcher has to opt for random sampling approaches since, some few have been selected out of relatively larger population. The selection of the respondent keep on encompassing a diverse score rural leadership like Socio-metric leader, School teacher, Head master, President of club and Co operatives etc. The selection of respondents has got both spatial and social dimensions.

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INTRODUCTION

Within the power structure of every society, certain vital, integral individuals operate within groups to promote, stimulate, guide or, otherwise influence members to action.

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Such activity has been called leadership and the individuals have been referred to as leaders. They are also known as power holders, men of power, power – centres and power elite. Effective leaders know how to marshal resources and motivate people to solve problems in their communities, whether that is a rural town in Appalachia, a barrio in Mexico City, or a township in South Africa. Successful leaders help communities to learn to influence and respond to national, regional and global issues and events, by encouraging people from diverse

socioeconomic, cultural, and religious backgrounds to work together for improving the quality of life for all. The need for effective leadership in an increasingly global, rapidly changing, and knowledge-based society is more apparent than ever. Throughout its nearly seventy-year history, the W.K. Kellogg Foundation has embraced leadership as a critical component of its mission: “To help people help themselves.” Leadership development is at the heart of the Foundation’s work to improve communities and to create sustainable social progress.

Any leader or any person does act as per his/her social and psychological construct. It is has been found that “personal characteristics of the local leaders were significantly associated with their role performance” (Shirke, *et al.*, 2001). “Leadership was found to be a complex process, the nature of which could change over the course of the project. While it was found that the skills of the individual leader did influence the nature of the leadership, so did the social networks, skills and actions of followers” (Davies, 2007). “Leadership was considered to be important in agricultural development under "modernization" paradigm and transfer of technology model; it is an essential ingredient for achieving sustainable agriculture.” (Zamani and Karami, 2006)

### Objectives

- To delineate descriptive characters of the rural leadership in terms of selected agro- economic and socio- personal characters.
- Elucidation of socio-psychological traits of the rural leaders as consequent variables, taking the score of 19 agro– economic & socio –personal characters as exogenous variables.
- Estimation of the interactive relationship between consequent and exogenous variables to interpret their direct, indirect and functional relationship.
- To derive micro level policy implication for shaping up the rural development process towards achieving sustainable growth through generation of effective leadership.

### MATERIALS AND METHODS

The present study has been conducted at Haringhata Block-1 of Nadia district in the State of West Bengal. The district and block were selected purposively. Before taking up the actual fieldwork a pilot study was conducted with meticulous attention and precise observation to understand the area, its people, institutions and structure and functions of the rural leaders as well as their contribution towards the agro – economic development. On the basis of the findings of pilot study, a preliminary interview schedule was formed with the help of the available review of literature. After pretesting the interview schedule appropriate changes and modifications in the interview schedule have been made. The individuals who responded in pretesting have been excluded in the final sample selected for the study. The respondents were personally interviewed. The items were asked in Bengali so that the respondents could understand easily and entries were done in the schedule.

The following statistical tools were used for analysis of data viz. Mean, Standard deviation, Coefficient of Variance, Correlation of coefficient, Multiple regression analysis, Path analysis.

### RESULTS

Table 1: General description of 19 independent variables and the dependent variable presents the minimum and maximum values, mean, standard deviation, Coefficient of variance. It has been found that except the variables Community(X<sub>2</sub>), Occupation(X<sub>3</sub>) and Economic status(X<sub>6</sub>) all other variables have recorded high consistency in its dispersal and distribution across the respondents.

Table 2: Presents the Co-efficient of correlation between socio-psychological construct (Y) and 19 independent variables pertaining to socioeconomic, attitudinal and motivational categories. It has been found that except the variable age (X<sub>1</sub>) and economic status (X<sub>6</sub>), all other variables have recorded significant relationship with the dependent variable socio-psychological construct (Y). Of these 17 variables, Family size (X<sub>5</sub>) has been the only variable that has recorded a significant and negative correlation. Community basically represents a culture group imbibed with traditional leadership and collective values. Here, it has been found that the community(X<sub>2</sub>) having higher weightage and the dominant caste has recorded positive and significant correlation. The position of a community at a higher position on the social ladder has got a built in propensity for a stronger socio psychological construct. Quite logically the emergence of leadership from these groups has got an advantage by default. Although the findings may not be a sacrosanct one but the area under study has indicated this tendency, which could imply that dominant communities are not only economically advantageous but also psychologically placed better to catch up with a changing society by eliciting capable leadership.

Occupation(X<sub>3</sub>) is the driving force in our society. It fosters social mobility, accelerates social change and helps assimilate change elements, both exotic as well as traditional by nature. The mobility through occupation may be spatial and psychological. The building of socio – psychological construct goes on a natural way that’s why occupation(X<sub>3</sub>) has recorded a positive and significant correlation with Socio-psychological construct (Y). Education (X<sub>4</sub>) is the manifestation of cultural contents and psychic elements conjugating with each other in an entity of human being. The interactive relationship among and between different educational elements, for example, cognitive vs affectional; cognitive vs actional; motor vs motivation and goes on drenching the construction process of personality vis a vis psychic in a human being. The disposition of these interactions may well be estimated through the configuration of social and psychological construct that’s why the education(X<sub>4</sub>), both as dynamic and configurative character, has positively amounted to the socio psychological construct (Y). Family size (X<sub>5</sub>) has recorded a negative but significant correlation with socio-psychological construct (Y). In a small size family, being supported with relatively abundance of resources, the babies are groomed properly and attentions are focused duly.

**Table 1. General Description and Distribution of Variables (Predictor and Predicted)**

Variables	Range	Unit	Number of respondent =100		
			Mean	SD	CV (%)
Age (X <sub>1</sub> )	21 - 75	Yrs	45.42	12.02	26.46
Community (X <sub>2</sub> )	1 - 6	Scale Value	3.65	1.88	51.50
Occupation (X <sub>3</sub> )	1 - 6	Scale Value	3.89	1.58	40.61
Education (X <sub>4</sub> )	3 - 16	Yr. Of Schooling	9.82	2.34	23.82
Family Size (X <sub>5</sub> )	2 - 8	Member C	5.15	1.46	28.35
Economic Status (X <sub>6</sub> )	3 - 62	Scale Value	15.71	12.26	78.04
Five Year Plan (X <sub>7</sub> )	15 - 28	Scale Value	20.12	3.17	15.75
Panchayat system perception (X <sub>8</sub> )	12 - 28	Scale Value	19.74	3.43	17.37
Dominance (X <sub>9</sub> )	6 - 17	Scale Value	11.32	2.40	21.20
Self confidence (X <sub>10</sub> )	6 - 16	Scale Value	10.93	2.45	22.41
Dogmatism (X <sub>11</sub> )	7 - 19	Scale Value	12.35	2.58	20.89
Authoritarianism-equalitarianism (X <sub>12</sub> )	11 - 28	Scale Value	19.99	3.96	19.81
Conservatism-liberalism (X <sub>13</sub> )	8 - 22	Scale Value	13.91	3.13	22.50
Fatalism-scienticism (X <sub>14</sub> )	7 - 18	Scale Value	11.01	2.39	21.71
Individualism-familism (X <sub>15</sub> )	6 - 18	Scale Value	10.96	2.37	21.62
Progressive reactionary (X <sub>16</sub> )	16 - 44	Scale Value	27.55	7.40	26.86
Political ideology (X <sub>17</sub> )	12 - 20	Scale Value	14.32	2.71	18.92
Election attitude(X <sub>18</sub> )	16 - 71	Scale Value	56.32	8.49	15.07
Alienation (X <sub>19</sub> )	24 - 48	Scale Value	37.21	5.35	14.38
Socio-psychological construct (Y)	21 - 47	Scale Value	35.67	6.08	17.04

**Table 2. Coefficient of correlation: Socio - Psychological construct (Y) vs. 19 Independent Variables**

Sl No.	Variables	R Value
1	Age (X <sub>1</sub> )	0.0265
2	Community (X <sub>2</sub> )	0.2794**
3	Occupation (X <sub>3</sub> )	0.4049**
4	Education (X <sub>4</sub> )	0.8357**
5	Family Size (X <sub>5</sub> )	-0.3088**
6	Economic Status (X <sub>6</sub> )	-0.1561
7	Five Year Plan (X <sub>7</sub> )	0.7795**
8	Panchayat System perception (X <sub>8</sub> )	0.6616**
9	Dominance (X <sub>9</sub> )	0.6450**
10	Self Confidence (X <sub>10</sub> )	0.8103**
11	Dogmatism (X <sub>11</sub> )	0.7697**
12	Authoritarianism-equalitarianism (X <sub>12</sub> )	0.7915**
13	Conservatism-liberalism (X <sub>13</sub> )	0.7262**
14	Fatalism-scienticism (X <sub>14</sub> )	0.6884**
15	Individualism-familism (X <sub>15</sub> )	0.7433**
16	Progressive reactionary (X <sub>16</sub> )	0.7259**
17	Political ideology (X <sub>17</sub> )	0.6821**
18	Election attitude(X <sub>18</sub> )	0.5394**
19	Alienation (X <sub>19</sub> )	0.8343**

\* significant at 5% level

\*\* significant at 1% level

These all help a structured and designed growth of personality through well constructed socio-psychological pursuits in an individual. When person goes through a well planned educational process, it is expected that the socio-psychological construct would reflect the same proportionately. Attitude towards Five Year Plan(X<sub>7</sub>) indicates the intention to participate in democratic process, a desire to express oneself in the greater society through valued opinion and relevant information. While one has started expressing his opinion across a Five Year Plan, which indicated his pool of knowledge, precision of information and confidence of logical conclusion. That's why the Five Year Plan(X<sub>7</sub>) has received by the logical minds of the respondents, has been well tuned to the Socio-psychological construct (Y)of the respondent. Perception of Panchayat (X<sub>8</sub>) need not be confined only to participation in the democratic process but also delineates an endowment of careful observation on what is happening in Panchayat and what is the expectation from a Panchayat.

The fecundity of leadership and the emergence of dominant personality in a rural system are being governed and influenced by the unique socio-psychological construct of the people. The exposition of leadership, the functioning of rural institution, the evolutions of social relation, are all happening in an isochronous manner. Hence, this variable has recorded positive and significant correlation with socio-psychological construct (Y). Communications are happening in two forms, extrovert and introvert. Domination is a kind of extrovert communication where in the process of extroversion is organized by exerting influence in a group or group like situations. You are communicating means you are disposing of your ideas, views and passion. All these disposals help constructing social-psychological(Y) configuration of any personality in our society and thus the variable has recorded a positive bearing on this dependent variable. Self confidence (X<sub>10</sub>) is the process of epitomizing one's personality through the derivatives of self constructed belief and perception.

When self confidence is simmering, it becomes a self educative process. A self educative process in turn goes on extracting relevant elements like analysis, matching, contrasting, synergizing, eliminating, reinventing ideas concepts or messages and these all go ultimately building up the socio-psychological construct, and thus the variable has recorded a positive bearing on this dependent variable. Dogmatism is the exposition of psychological construct(Y) framed up within an idiosyncrasy or unique mental set up. So, Dogmatism( $X_{11}$ ) as a structural configuration does naturally go proximate to another structure without any functional coherence even. Authoritarianism-equalitarianism ( $X_{12}$ ) is basically tuned to the instinct of leadership, expressed through the styles of leadership. The variable itself presents the bivalent elasticity of authoritarianism that encompasses two extreme ends. So, this is the scale to measure a degree rather than to measure the digital values. Whenever authoritarianism touches the one end of ruthless self actualisation, the equalitarianism rightly implies the person's choice for sharing power and resource with others and that is how, this variable has gone positively and significantly correlated with socio-psychological construct (Y).

Liberalism has recorded a strong and positive correlation that indicates again, as did happen in previous examples, a structural proximity between two structural entities. The Conservatism- liberalism ( $X_{13}$ ) connects the two extreme values along a linear expanse of distribution and thus leaving a structural formation based on psychosocial elements. This is rather a structural covariance between two structural proximity. That is why the two variables have recorded a stronger bondage through eliciting positive correlation. Individualism is basically an eccentric propensity that interplaces within an individual to characterize a person with unique personality. On the other hand familism is a tendency for collectivism and kinship. So, this kind of attitude or value determinants may move towards propelling a social dynamics that may ultimately culminate into the formation of a psychosocial construct (Y).

A progressive attitude or value denotes a proactive and compliance attitude for anything positive. On the other hand, a reactionary attitude is perceived as a reaction, which goes to disregard or dispel anything constructive. So, this is rather a display of a continuum that combines two extreme responses and hence nurtures a tendency for having a structural configuration. Being an integer to Socio-psychological construct it has drawn itself closest to the dependent character, the socio-psychological construct (Y). The political ideology( $X_{17}$ ) does manifest a person's philosophy of life and outlook about society and social phenomenon. Accordingly, they react and respond to social eventualities and try to organize the people or group in the framework of this ideology for achieving some goals. People draws upon a leader because of his political economy that are motivationally and operationally executed to frame up what we call a psycho social construct. The variable, Election ( $X_{18}$ ), has not been only here a formative entity rather it unleashes a lot of people's response and polyhedral reactions, the indicators of Socio-psychological osmosis through election and through domination. Rich get richer and poor goes poorer.

This kind of attitudinal disposition reflects a unique personality and such many reactions may delineate so many socio-psychological construct at the end as well. That's how these two variables have contributed to each other through a positive and reciprocal bearing on each other. Alienation ( $X_{19}$ ) delineates a unique and idiosyncratic value disposition by providing a continuum of responses from a segregate outlook to a disparaging value. The person gradually goes on withdrawing from the flow of mainstreaming psycho-social process. Thus, this variable does provide structural vicinity with any kind of psycho-social construct reflecting a personality as a whole.

Table 3: Presents the direct, indirect and residual effect of 19 antecedent valuables on the consequent variable socio – psychological construct (Y). It has been found that the variable, education ( $X_4$ ) has exerted the highest direct effect on the consequent variable, that is, socio psychological construct of the respondent. Education is the most significant behavioural process that has got swashbuckling impact on the construction of social – psychology of any personal.

The other variables, in term of magnitude of total influence, are alienation ( $X_{19}$ ) and self confidence ( $X_{10}$ ), occupying second and third positions respectively. While considering the direct effect, the variable fatalism –scientificism ( $X_{14}$ ) has exerted the highest effect, nevertheless negative, on the consequent variable socio – psychological construct (Y). A fatalistic attitude reforms any person from having a scientific discourse and logical analysis. A leader having high fatalism can't exert the desired influence on the follower, since he himself is suffering from lack of self confidence and self perception. The other variable education ( $X_4$ ) and alienation ( $X_{19}$ ) have retained the second and third positions; so far as direct effect is in concern.

The dominance variable ( $X_9$ ) has wielded the highest indirect effect followed by dogmatism ( $X_{11}$ ) and panchayat system perception ( $X_8$ ).Exerting domination on others and surroundings by any person is the basic instinct inherited by animal genes and human beings are no exception. Any leadership style is being governed by this instinct. All other variables are somehow being co-impacted by these basic instinct. The person with higher education, resource endowments, communication proficiency, family status etc. tries consciously or unconsciously dominate on the others. This is a kind for clandestine approach to withhold power and exert influences to trivialize the influence of other as well. It has been found that the variable education ( $X_4$ ) has routed the highest indirect effect of as many as the antecedent variables for ultimately characterising the behaviour of consequent variable.

This is an expected relation wherein the educational status of the respondent has gone far beyond his own periphery for exerting the domain of social dynamics through disposing of leadership performances. As a variable education has gone extremely elastic to accommodate and assimilate the effect of other variables and ultimately helps substantially in constructing the social and psychological configuration.

**Table 3. Path Analysis: Direct, Indirect and Residual Effect, (Y) Socio-psychological construct Vs. 19 antecedent Variables**

Antecedent Variables	Total Effect (r)	Direct Effect	Indirect Effect	Substantial Indirect Effect					
				I	II	III			
Age (X <sub>1</sub> )	0.0265	-0.0560	0.0825	0.0400	(X <sub>4</sub> )	0.0380	(X <sub>19</sub> )	0.0280	(X <sub>10</sub> )
Community (X <sub>2</sub> )	0.2794	-0.0110	0.2904	0.1315	(X <sub>19</sub> )	0.1186	(X <sub>4</sub> )	0.0933	(X <sub>10</sub> )
Occupation (X <sub>3</sub> )	0.4049	-0.0930	0.4979	-0.2580	(X <sub>14</sub> )	0.2550	(X <sub>4</sub> )	0.2288	(X <sub>19</sub> )
Education (X <sub>4</sub> )	0.8357*	0.4300**	0.4057	0.4303	(X <sub>4</sub> )	-0.4009	(X <sub>14</sub> )	0.3588	(X <sub>19</sub> )
Family Size (X <sub>5</sub> )	-0.3088	-0.0530	-0.2558	-0.1105	(X <sub>10</sub> )	-0.1069	(X <sub>19</sub> )	0.1034	(X <sub>14</sub> )
Economic Status (X <sub>6</sub> )	-0.1561	-0.0870	-0.0691	0.0836	(X <sub>4</sub> )	-0.0559	(X <sub>4</sub> )	0.0423	(X <sub>9</sub> )
Five Year Plan (X <sub>7</sub> )	0.7795	0.1300	0.6495	0.4030	(X <sub>4</sub> )	0.3967	(X <sub>14</sub> )	0.3410	(X <sub>19</sub> )
Panchayat system perception (X <sub>8</sub> )	0.6616	-0.0650	0.7266***	0.3474	(X <sub>4</sub> )	0.3088	(X <sub>19</sub> )	-0.3081	(X <sub>14</sub> )
Dominance (X <sub>9</sub> )	0.6450	-0.2190	0.8640*	-0.3833	(X <sub>14</sub> )	0.3588	(X <sub>4</sub> )	0.3138	(X <sub>19</sub> )
Self confidence (X <sub>10</sub> )	0.8103***	0.0350	0.4573	0.3839	(X <sub>4</sub> )	-0.3642	(X <sub>14</sub> )	0.3249	(X <sub>19</sub> )
Dogmatism (X <sub>11</sub> )	0.7697	-0.0720	0.8417**	0.4010	(X <sub>4</sub> )	-0.3816	(X <sub>14</sub> )	0.3417	(X <sub>19</sub> )
Authoritarianism-equalitarianism (X <sub>12</sub> )	0.7915	0.1150	0.6765	0.3887	(X <sub>4</sub> )	-0.3702	(X <sub>14</sub> )	0.3446	(X <sub>19</sub> )
Conservatism-liberalism (X <sub>13</sub> )	0.7262	0.2190	0.5072	0.3474	(X <sub>4</sub> )	-0.3458	(X <sub>14</sub> )	0.2898	(X <sub>19</sub> )
Fatalism-scienticism (X <sub>14</sub> )	0.7433	-0.4400*	1.1833	0.3925	(X <sub>4</sub> )	0.3189	(X <sub>19</sub> )	0.2925	(X <sub>10</sub> )
Individualism-familism (X <sub>15</sub> )	0.7433	0.0970	0.6473	-0.3913	(X <sub>14</sub> )	0.3744	(X <sub>4</sub> )	0.3106	(X <sub>19</sub> )
Progressive- reactionary (X <sub>16</sub> )	0.7259	0.0040	0.7219	0.3593	(X <sub>4</sub> )	-0.3268	(X <sub>14</sub> )	0.3127	(X <sub>19</sub> )
Political ideology (X <sub>17</sub> )	0.6821	-0.0230	0.7051	0.3633	(X <sub>4</sub> )	-0.3534	(X <sub>14</sub> )	0.2876	(X <sub>19</sub> )
Election attitude (X <sub>18</sub> )	0.5394	-0.0190	0.5584	0.3060	(X <sub>4</sub> )	-0.3051	(X <sub>14</sub> )	0.2389	(X <sub>10</sub> )
Alienation (X <sub>19</sub> )	0.8343**	0.3910***	0.4433	0.3947	(X <sub>4</sub> )	-0.3583	(X <sub>14</sub> )	0.2930	(X <sub>10</sub> )
Residual effect : 0.16936									

Residual effect : 0.16936

**Table 4. Regression Analysis: Socio psychological construct (Y) and 19 Independent causal variables**

Variables	Beta	Beta X R	Reg Coef - B	SE of B	T Value of B
Age (X <sub>1</sub> )	-0.056	-0.179	-0.028	0.025	1.139
Community (X <sub>2</sub> )	-0.011	0.369	0.036	0.169	0.210
Occupation (X <sub>3</sub> )	-0.093	-4.544	-0.358	0.253	1.416
Education (X <sub>4</sub> )	0.430	43.284	1.119	0.653	1.712
Family size (X <sub>5</sub> )	-0.053	1.971	-0.221	0.242	0.914
Economic status (X <sub>6</sub> )	-0.087	1.637	-0.043	0.027	1.572
Five Year Plan (X <sub>7</sub> )	0.130	13.083	0.268	0.325	0.824
Panchayat system perception (X <sub>8</sub> )	-0.065	-5.187	-0.115	0.169	0.684
Dominance (X <sub>9</sub> )	-0.219	-17.016	-0.554	0.278	1.992
Self confidence (X <sub>10</sub> )	0.353	34.432	0.874	0.284	3.074
Dogmatism (X <sub>11</sub> )	-0.072	-6.661	-0.169	0.322	0.525
Authoritarianism-equalitarianism(X <sub>12</sub> )	0.115	10.958	0.177	0.195	0.906
Conservatism-liberalism (X <sub>13</sub> )	0.219	19.101	0.424	0.207	2.045
Fatalism-scienticism (X <sub>14</sub> )	-0.440	-36.420	-1.118	0.410	2.725
Individualism-familism (X <sub>15</sub> )	0.097	8.654	0.249	0.316	0.787
Progressive reactionary (X <sub>16</sub> )	0.004	0.369	0.003	0.080	0.043
Political ideology (X <sub>17</sub> )	-0.023	-1.914	-0.052	0.220	0.238
Election attitude(X <sub>18</sub> )	-0.019	-1.225	-0.013	0.057	0.238
Alienation (X <sub>19</sub> )	0.391	39.285	0.444	0.161	2.761
R Sq = 83.07%,					
R Sq = 83.07%,					

**Table 5. Step - Down Regression For Elimination Trivial Variables Socio -psychological construct (Y) vs 19 Independent Variables**

Variables	Beta	Beta X R	Reg Coef - B	SE of B	T Value of B
Education (X <sub>4</sub> )	0.452	46.577	1.175	0.479	2.452
Economic status (X <sub>6</sub> )	-0.119	2.283	-0.059	0.023	2.519
Diminance (X <sub>9</sub> )	-0.253	-20.136	-0.640	0.259	2.476
Self confidance (X <sub>10</sub> )	0.382	38.194	0.946	0.257	3.679
Conservatism-liberalism (X <sub>13</sub> )	0.249	22.321	0.483	0.155	3.116
Fatalism-scienticism (X <sub>14</sub> )	-0.378	-32.101	-0.962	0.339	2.842
Alienation (X <sub>19</sub> )	0.417	42.861	0.473	0.136	3.488
R Sq = 81.09%					

The residual effect being 16.93 per cent, it is to conclude that with the conglomeration of these 19 antecedent variables, about 83.07per cent of the variation embedded with the consequent variable, Socio psychological construct(Y), has been explained.

Table 4: Presents the multiple regression analysis to estimate the effect of regression of each of the 19 causal variables on consequent variable, socio-psychological construct (Y). From the regression analysis, we can estimate the effect of a causal factor on the consequent factor.

It has been found from the table that the percentile contribution (Beta X R) of the causal variables viz education( $X_4$ ), self confidence ( $X_{10}$ ), alienation ( $X_{19}$ ) have been found substantive, the respective contribution of these variables are 43.284, 34.432 & 39.285. So, towards constructing the socio-psychological construct of rural leaders under study, the above stated causal variables must be taken into proper consideration. Education( $X_4$ ), self confidence( $X_{10}$ ) and alienation( $X_{19}$ ) are three important socio-personal characters that by virtue of their intrinsic property do contribute effectively towards characterizing personality, blending confidence in exposing oneself and uniquely identifying from others as to be someone who, although a part of the crowd but has distance himself to defend himself from identity crisis.

The other variables except these three have been found propounding in exerting strong effects are dominance( $X_9$ ), conservatism – liberalism( $X_{13}$ ) and fatalism – scienticism ( $X_{14}$ ) and these three other variables also need to be focused for their strategic contribution to-wards the construction of socio-psychological construct. The  $R^2$  value being 83.07%, it is to infer that the combination of these 19 variables have explained 83.07 percent of variability embedded with the consequent variable, socio – psychological construct(Y).

Table 5: Presents the step down regression analysis where in the variables bearing lesser regression values have been dropped out. So, these variables can be branded as trivial variables in respect of other those have been retained at the 12th step.

The following variables exerting substantive regression impact on the consequent character, socio-psychological construct ( $Y_1$ ) are education ( $X_4$ ), economic status ( $X_6$ ), dominance ( $X_9$ ), self-confidence ( $X_{10}$ ), conservatism-liberalism ( $X_{13}$ ), fatalism-scienticism ( $X_{14}$ ) and alienation ( $X_{19}$ ). The contribution of these 7 variables, retained at the last step has amounted to 81.09% out of the total 83.07% of variation. It's rather a humongous contribution by the constellation 7 causal variable.

## Conclusion

Any development in the world has so far been a clandestine synergy between human effort and institutional support. In the process of social osmosis, people with their mind, philosophy, emotion and experience, shall go on exchanging with their counter parts through an apparently semi-permeable film of cultural divide. The process can otherwise be termed as a continuous social interaction, evolution and kinetics.

The socio- personal and agro -economic growth of any country are interdependent with the socio psychological construct of the leaders. The whole of the study rightly has come out with a clear indication that for better and effective construction of leadership and unleashing of their function, we need to have a focused and effective training viz a viz motivational interventions. Hence, different micro labs may therefore, be designed for creating such personality building and personality testing experiment which would subsequently be utilised for leadership training towards building effective leadership patterned with the huge eruptions, innovative roles to be catered by new leadership function should be properly nurtured for sustainable and renewable rural development in India.

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