Transformation of Student Leadership: Adopting Entrepreneurship to Face Global Challenges

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Abstract

This research aims to highlight the value of entrepreneurial leadership in developing students' leadership capabilities. By using various leadership styles, this research attempts to provide insights into how entrepreneurial leadership can be applied in higher education to improve the human resources, industry, and education sectors. Various leadership philosophies have been applied in entrepreneurial endeavors over the past few years, but more research is needed to identify the most effective leadership styles, especially for university students. The results of this study suggest that different entrepreneurial leadership approaches and leadership philosophies among university students may contribute to the development of characters who are creative, well-behaved, and possess important leadership qualities.

Keywords: Entrepreneurship in Education, Human Resource Development, Leadership Style

Introduction

Leadership and entrepreneurship have become increasingly vital in the age of globalization and fast shifting economic dynamics (Budiyoko et al., 2024). These two characteristics have the ability to mold kids into well-mannered, creative, and upbeat people. Entrepreneurial and leadership skills are essential in order to fulfill the demands of a world that is expanding quickly and an increasingly competitive market (Nurfarida et al., 2023). In the twenty-first century, we need leaders who can inspire and encourage innovation in addition to managing. However, entrepreneurship is required to manage swift and intricate changes in the economy, as well as the capacity to adjust and come up with novel solutions to problems encountered.

Not only are leadership and entrepreneurship personal attributes, but they also play a significant role in molding students' personalities. Self-discipline can be developed in students who exhibit good leadership (Abdul Aziz & Zainal Abiddin, 2022). Entrepreneurship, on the other hand, fosters creativity and decision-making skills, two essential traits for overcoming challenges in the future.

Thus, an examination of earlier research on student leadership and entrepreneurial inclinations serves as the primary emphasis of this study. The aim of this study is to contribute to the theoretical understanding of the connection between these two factors and how character development is impacted by them in students (Abdul Aziz & Zainal Abiddin, 2022; Dolar & Biloslavo, 2023). It is intended that by doing this research, kids would be able to develop into creative, well-behaved people who possess important qualities like leadership and entrepreneurship.

Literature Review

Leadership

Al-Dossary (2022), states that research on the relationship between employee work habits and organizational performance often focuses on the kinerja karyawan and employee performance. In 2022, Abdul Aziz & Zainal Abiddin (2022), along with their research team, studied the technique of peer pressure in education. They examine the impact of transformational and operational leadership on student motivation, academic performance, and entrepreneurial spirit. This result demonstrates how crucial it is to have the top pupils in the current educational system since they contribute to future preparation. An organization's leadership has a big impact on how effective it is; successful leaders motivate their teams and individual employees by using execution strategies. Furthermore, leaders possess the capacity to influence others around them to work toward a common objective.

Therefore, in order to increase performance and accomplish organizational goals, leaders play a critical role, according to Ade Wimbo Brasrinanto & Susanto Sukiman (2022), Ali Ibreekaw(2022), and others. The success of the organization is determined on the caliber of its leader. Great leaders foster development, wealth, and patriotism. Good leaders have a strong sense of commitment and duty. Successful leaders must be able to motivate, inspire, and assist their group to raise the performance of the company.

Kind of Leadership

The way that leaders adapt their strategy is influenced by the environment and organizational structure (Ade Wimbo Brasrinanto & Susanto Sukiman, 2022; Aeni & Kuswanto, 2021; Ahmad et al., 2022a). Different leadership philosophies might be adopted depending on the social circumstances at work. Leadership philosophies, forms, and styles are adaptable tools for fulfilling organizational needs. The activities of the leader may ensure that the goal is reached. There are seven distinct philosophies of leadership: Research by Aesah et al. (2023) ; Aferi et al. (2023), revealed that leaders often modify their approach according to the environment and organizational structure. Leadership philosophy may change in response to social dynamics or organizational environment. Therefore, leadership philosophies, forms, and styles are flexible instruments that can be adapted to business requirements and objectives. The leader's management style has a direct impact on the achievement of organizational goals. There are seven different leadership ideologies in this context.

Enthusiastic Guidance:

Although not always as obvious as other leadership styles, charismatic leadership can still be identified (Awamleh, 2022; Riski & Rino, 2023). Typically, charismatic leaders have a distinct vision and live a passionate life that motivates their people to achieve their goals.

Transactional Leadership

As per the findings of Cahya Dwi Hardin et al. (2024); Umam (2022); Yang (2023), the fundamental element of this leadership approach is the members' agreement to obey their leader throughout task completion. This structure is predicated on the trade of advantages related to a certain role or employment, typically in the form of compensation.

Autocratic Leadership

This extreme case of transactional leadership shows how the leader has complete power over his followers. Rarely do team members speak up, even when their suggestions could help the group. Although often considered an unhealthy leadership style and incompatible with the modern business environment, it is important to consider some of the advantages or benefits of autocracy, as measured by (Apipudin (2022); Sindu Bharath et al. (2022)

Transformational Leadership

According to Dey et al. (2022); Stephen (2023), leadership strategy is an ongoing process that modifies employee attitudes to achieve company goals. Leaders must communicate the importance of work results to staff. The second step is to set organizational goals above personal goals C (2022), Fakhira Khairani & Ainun Mardhiyah (2024). The final phase begins when leaders meet the needs of their followers, encouraging focus on the company's shared vision and goals.

Bureaucratic Leadership

According to research byAbdullah et al. (2023), bureaucratic officials have an important role in developing laws that support business owners in achieving their goals. The policies implemented aim to facilitate the efficient completion of tasks. Leaders in the bureaucracy are known for enforcing strict regulations and ensuring that employees carry out procedures precisely and accurately.

Democratic Leadership

Democratic leaders involve group members in decision-making, although they remain responsible for the final decision. They ensure that group members are involved in decision-making and encourage new ideas. In most cases, members of democratically led groups are more satisfied with their work and are more productive. One of the advantages of this leadership is the improvement of staff skills. According to Pryatmoko & Majid (2023), people believe that democratic leadership is the best way to do things. The theory is that democratic leadership often shortens decision-making and takes more time.

Laissez-Faire Leadership

The French phrase "laissez-faire," meaning "leave it alone," refers to leaders who give their group members full autonomy. Research by Dogan & Yıldız (2023), shows that CEOs with this leadership style let employees oversee projects and set deadlines without interference, as well as choose how to complete their own work.

Leadership Entrepreneurship

The process of identifying, evaluating, and capitalizing on opportunities to produce future products and services is known as entrepreneurship. Entrepreneurial leadership is formed when the concepts of leadership and entrepreneurship come together. Fostering teamwork to achieve a common goal is an important aspect of entrepreneurial leadership (Danang Setya Budi & Adi Susilo Jahja, 2023).. Many researchers have examined the relationship between entrepreneurship and leadership. According to Vivona, (2023), a number of characteristics emerge when leadership and entrepreneurship come together. These characteristics include internal locus of control, flexibility, perseverance, risk-taking, self-confidence, power orientation, ability to influence followers, planning, motivation of others, achievement orientation, and goal attainment.

According toMosey et al. (2022), entrepreneurial culture is the principles and values that shape the behavior of firm members, created through an organizational framework that defines norms of behavior. Shaked (2023), states that entrepreneurial leadership can evolve from this culture. Entrepreneurial leadership involves organizing group activities and influencing members' performance to effectively achieve organizational goals. Transformational leaders and entrepreneurs are similar in seeking new experiences and taking chances despite risks. Khaskhelly (2023), research shows that transformational leaders encourage members to find new ways of solving problems and seek opportunities. However, entrepreneurial leaders focus on followers with the same passion, while transformational leaders build strong relationships with employees (Al-shami et al., 2022).

Entrepreneurial leadership needs to focus on behaviors that support opportunities. Although there are certain times, transformative leaders are not all the same Aryan Torrido, (2023). Entrepreneurial leadership and leadership that fosters innovation are closely related. Effective leadership fosters creativity by empowering employees to generate new ideas and capitalize on opportunities. According to (Pasaribu, 2021), followers of this style are more creative because they feel supported by their superiors. Emeanulu & Sayed (2024), emphasized that the creativity and perseverance of these employees has the potential to increase the market for products and services.

According to to Laloo (2022), a leader's leadership style is characterized by almost uniform behavior. Various leadership philosophies can affect organizational performance and decision-making. Research by D.J. & E.J. (2023), shows that the success or failure of an organization, country, or social group is often determined by the leadership style applied. However, adult leadership styles have not been widely researched. Experts state that student leadership development should be given high importance in order to help kids establish strong leadership traits at a young age (Huda et al., 2023). A new paradigm is required to explain this

phenomena since there is still much to learn about the link between leadership and entrepreneurship. A component of this work is analyzing the characteristics held by entrepreneurs and leaders. The success of university-sponsored entrepreneurial endeavors may be influenced by a number of important elements, including leadership style.

Research Method

This study is qualitative research, the purpose of this research is to discuss an in-depth study of student leadership and entrepreneurial leadership. data collection techniques used search and examination of various materials related to the topic, including books, scientific journals, research papers, and other sources that can be trusted. Data were collected by means of in-depth literature, interviews and surveys.

Results

This study explores leadership styles and entrepreneurial leadership among university students. Based on an in-depth analysis of the literature, some key results can be identified:

1. **Entrepreneurial Leadership**
   Entrepreneurial leadership requires creativity, risk-taking and opportunity creation. Entrepreneurial leaders must be able to inspire employees to achieve common goals. Unlike transformational leadership, this style emphasizes innovation, exploiting new opportunities, and managing risk and uncertainty.

2. **Leadership Styles and Their Influence**
   Leadership styles such as entrepreneurial and transformational greatly influence organizational performance and team member motivation. Good leaders can inspire and motivate their team members, which in turn can improve team performance and commitment.

3. **Transformational Leadership**
   Even in risky situations, transformational leaders motivate their teams to explore new possibilities and come up with innovative solutions. In addition, team members of transformational leaders are supported in their work and feel valued for their creativity.

4. **Implications for Human Resource Development**
   It is expected that the improvement of leadership skills among students will benefit human resources in industry and education. This will have a significant impact on the social and economic growth of the nation.

5. **The Importance of Leadership Development in Higher Education**
   This study highlights how important it is to develop entrepreneurial spirit, particularly entrepreneurial spirit, in high school in order to prepare future industrial workers for an increasingly globalized world. Creative, self-aware, and optimistic generation may be developed via good student leadership.

Discussion

This research increases understanding of the role and impact of different leadership philosophies among university students, particularly in entrepreneurship. Transformational and entrepreneurial leadership both encourage innovation and motivation, but differ in focus. Entrepreneurial leadership focuses on opportunities and results, while transformational leadership emphasizes relationships with employees. Transactional leadership, which differs from both, emphasizes the exchange of benefits and formal rules such as pay scales. Democratic and laissez-faire leadership styles are different. Democratic leadership slows down decisions but increases team happiness, while laissez-faire provides full autonomy but risks being without guidance. An entrepreneurial component needs to be included in student leadership programs to teach leadership and inspire creative and bold decision-making. Research shows good leadership improves academic performance and prepares students for real problems..

Overall, this research emphasizes that while different leadership styles have their own advantages and disadvantages, combining different strategies can produce the most effective results. Combining elements of transformational and entrepreneurial leadership, for example, can build an environment that supports innovation and individual and professional growth. Further research is needed to find out how this combination of leadership styles can work well in various environments, especially in higher education institutions. In addition, it is important to examine how cultural and institutional dynamics influence how these leadership styles work well. Therefore, this research not only adds to the theoretical knowledge but also provides future leaders with practical directions to maximize diverse leadership styles. If entrepreneurship is incorporated in student leadership, it is likely that the next generation of leaders will be creative, flexible, and ready to change.

Conclusion

This study led to the conclusion that, particularly for students and entrepreneurs in higher education institutions, leadership development is a critical component in the advancement of education and industry in the modern era. As a result of an in-depth literature analysis, it has been found that entrepreneurship is an important factor in enhancing student leadership in the 21st century. Leadership that incorporates entrepreneurial elements can be a strong foundation for preparing future generations to face the challenges of industry and globalization. Experts in this field are needed to create appropriate educational programs that emphasize leadership skills and corporate acumen. We can improve human capital industrial and education sectors by focusing on leadership development, especially in the context of entrepreneurship. This is

Conceptual Implication

This research makes a significant theoretical contribution to the understanding of leadership among university students, especially in the context of entrepreneurship. This research shows that transformational and entrepreneurial leadership have different impacts on

innovation and motivation, but both are important in different contexts. Transformational leadership emphasizes relationships with employees, while entrepreneurial leadership focuses more on opportunities and outcomes. These theories can be combined to create more effective leadership approaches in various educational environments.

Empirical Implication

Empirically, this study highlights the importance of leadership development among university students to improve academic performance and prepare them for real-world challenges. The results show that a combination of transformational and entrepreneurial leadership styles can create an environment that supports innovation and individual and professional growth. This emphasizes the need for leadership development programs that include entrepreneurial elements in higher education institutions.

Future Research

Future research could focus on further exploring how this combination of leadership styles can be effectively implemented in various environments, especially in higher education institutions. In addition, further research is needed to understand how cultural and institutional dynamics affect the effectiveness of these leadership styles. By combining findings from different disciplines and using more sophisticated research methods, we can strengthen our understanding of how inclusive and innovative leadership can support growth and success in education and industry.

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