

IMPACT OF NATIONAL SERVICE SCHEMES (NSS) ON DEVELOPMENT OF LEADERSHIP QUALITY AMONG VOLUNTEER

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Abstract:

This study investigates the impact of National Service Schemes (NSS) on the development of leadership qualities among volunteers. Using a mixed-methods approach, the research analyzes data gathered from NSS participants through surveys and interviews. Preliminary findings indicate a positive correlation between NSS engagement and the acquisition of leadership skills, emphasizing increased self-confidence, adaptability, and social responsibility among volunteers. The study explores specific aspects of NSS programs that contribute significantly to leadership development, such as community projects, mentorship, and training modules. Challenges faced by volunteers during NSS and their potential role in fostering leadership growth are also examined. Furthermore, the research considers the long-term effects of NSS on volunteers' personal and professional lives, assessing whether acquired leadership skills continue to influence their trajectories post-NSS. The study aims to provide valuable insights for policymakers, educational institutions, and organizations interested in cultivating capable and socially responsible leaders, ultimately contributing to the optimization of service programs and the broader promotion of civic engagement for positive societal development.

Keywords: *National Service Scheme, Leadership, Leadership Skill.*

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Introduction:

The Ministry of Youth Affairs & Sports of the Government of India oversees the National Service Scheme (NSS), a Central Sector initiative. It gives students in the eleventh and twelfth grades at the +2 Board level, as well as those in technical institutions, graduate and postgraduate programs at Indian colleges and universities, the chance to participate in a range of government-led community service events and initiatives. The principal aim of community service is to foster the character and personality development of young people enrolled in educational institutions. The National Service Program's mission is "Education through Service." NSS was launched in 1969 in 37 Universities involving about 40,000 volunteers which has now spread over 657 Universities and 51 +2 Councils/Directorates, covering 20,669 Colleges/ Technical Institutions and 11,988 Senior Secondary School. Since inception, over 7.4 crore students have benefitted from NSS. (www.nss.gov.in) National Service Scheme's motto is "NOT ME BUT YOU." Senior secondary or college-level students are the two types of NSS volunteers who participate in the community service program. With their involvement as volunteers, these students would be exposed to and have the following experiences:

- A capable social leader;
- An effective administrator;
- A humanities scholar (nss.gov.in)

Review of Literature:

Smt. Smita (Asst. Prof. Geography Dept, JSS Women's College, Kollegal) in her article titled "NSS, a step towards personality development" opined that "the NSS is a practical way of developing service attitude among the students, is a step towards their personality development". Further she opined "NSS is relevant to education, and it helps in developing all types of skills among the students, thereby improving their personality". (Smita, 2019)

A paper titled "**Analysis of performance of National Service Scheme (NSS) units at various Graduation colleges : Quality Management Perspective**" aim to analyze the performance of NSS Unit of various colleges in Pune city. The findings of the study reveal that NSS volunteers lack training and there is no pre-planning and pre-awareness about NSS camp before visiting the camp. Most of the students join NSS because of having interest in social work. There is no proper previewing and auditing of activities done after activities are done. Lack of fund hinders the NSS activities. (Swati & Esave, 2021)

The paper titled "**Role of National Service Scheme (NSS) in creating social responsibility at higher education**" aims to highlights the constraints faced by the NSS. The study is based on the secondary data. Findings of the study reveal that NSS suffers from bureaucratization and financial crunch. Therefore there is lack of participation due to lack of incentives for students and teachers. There is constantly change of Programme Officers and therefore there is discontinuation of work done by NSS volunteers. Education has become highly competitive so the students can hardly devote time for social work. Finally there is absence of inspiring role model which does not encourage youth to enroll for NSS. (Deekshitha, 2016)

A paper titled "**The role of NSS volunteers in environment Protection: A case study of Moreh College NSS units**" aims to highlight the various activities taken up by to enrich the environment and also protect it from further degradation. The two NSS units of Moreh College, Moreh, Tengnoupal District, Manipur are taken for the case study. The study found that NSS has given a very conducive platform for students (volunteers) to contribute to the society by protecting the environment through their activities which includes observance of world environment day, plantation of trees, cleaning of roadsides and Integrated Check Post campus, construction of sanitary latrines and urinals, cleanliness drive in Moreh town etc. It also creates a sense of awareness and responsibility among the volunteers to protect and enrich the natural environment for the benefit of the larger community. (Baite & Baite, 2020)

The thesis titled "**Value orientation in NSS a comparative study**" aims to study the possible differences between the NSS and the Non NSS students. A total of 800 students has formed the study sample. Among them 415 are in NSS and 385 are in Non-NSS. Data was collected using structured questionnaire. Findings of the study reveal that NSS students are better oriented than the Non NSS students with regard to values. The female students are better oriented than male. The study concludes that the scores obtained by the NSS volunteers for the values show the achievement of the objectives of NSS. (Nagabhushana, 2001)

Finding out how N.S.S. and non-N.S.S. students at different institutions in Akola City differ in personality is the goal of a study titled "Impact of N.S.S. on personality development of college students." 200 students, ages 18

to 20, were included in the sample. A personality inventory comprising Yashvir Singh and Harmohan Singh's answers was given out. The study found that conscientiousness, extraversion, agreeableness, optimism, uniqueness, and openness to new experiences were all integrated into the personalities of the students who participated in and experienced N.S.S. activities. (Mankar & Shaikh, 2011)

Research Gap:

Review of Literature reveals that much research is done related to the impact of NSS on personality development of college students. Also a lot of research is done on the role of NSS on creating social awareness among college students and values inculcation among the students. But no research is done on the impact on NSS on personality development and career development of passed out graduates. So this research is an attempt to fill up this gap.

Objectives of the Study:

- To find out the impact of NSS volunteering on Leadership Quality development among male and female Volunteers .
- To find out the impact of NSS volunteering on Volunteer to make Positive changes in Society.

Hypothesis Statements:

1. **Null Hypothesis (H₀):** There is no significant difference in leadership quality development between male and female NSS volunteers.

Alternative Hypothesis (H₁): There is a significant difference in leadership quality development between male and female NSS volunteers.

2. **Null Hypothesis (H₀):** There is no significant difference in the motivation to make positive changes in society among NSS volunteers.

Alternative Hypothesis (H₁): There is a significant difference in the motivation to make positive changes in society among NSS volunteers.

Research Methodology:

1. Type of Research:

Descriptive research design is used where focus is on survey and fact finding enquiries through structured questionnaires.

2. Area of Study:

The research is conducted among under - graduates from colleges located in the Thane city.

3. Sampling Method:

The sampling technique followed was a judgemental / purposive sampling method which is formed by the discretion of the researcher.

4. Target Population and Sample size:

78 under - graduates who is NSS volunteers were taken as samples for the study.

5. Type and Source of Data:

The present study is based on primary data which is collected through structured questionnaires prepared on Google Form. Open and close-ended questions were asked in the questionnaire to get the answers of those

questions, which were related to the objectives of the study. Google Form questionnaire link was shared on Whatsapp and requested them to fill the same.

6. Statistical Tools Use:

Since you're comparing leadership quality development between two groups (male and female volunteers), you can use an independent samples t-test.

Graphs are used to organize data and are intended to display the data in a way that is easy to understand and interpret. Chi-square test and Mann-Whitney U Test is used for hypothesis testing.

Data Analysis and Findings of the Study:

- Cronbach's Alpha is a measure of internal consistency reliability, which assesses how consistently items in a test or scale measure a single underlying construct or dimension. It ranges from 0 to 1, with higher values indicating greater internal consistency.
- Cronbach's Alpha coefficient is 0.827, which is generally considered to be a good level of internal consistency. It suggests that the items in the test are reliably measuring the same underlying construct or trait.
- The results of the study reveal insights into the perceived impact of NSS (National Service Scheme) volunteering activities among respondents. Overall, respondents reported moderate levels of development across various dimensions. While NSS volunteering was seen to moderately enhance leadership qualities and effective decision-making abilities, it also fostered a sense of responsibility and accountability among participants. Additionally, respondents perceived moderate improvements in communication skills and noted opportunities to assume leadership roles within teams during NSS activities. The findings suggest that NSS volunteering contributes moderately to personal growth and development, motivating individuals to actively engage with their communities. Moreover, respondents generally believe that NSS volunteering has a positive impact on society. However, overall satisfaction with the impact of NSS volunteering on life and society was moderate. These results underscore the multifaceted benefits of NSS volunteering while highlighting areas for potential enhancement in maximizing its effectiveness.
- NSS volunteering significantly enhances leadership qualities, with 43.8% strongly agreeing and 45.0% agreeing.
- It also improves decision-making skills, as 33.8% strongly agree and 48.8% agree.
- A sense of responsibility and accountability is instilled in participants, with 31.3% strongly agreeing and 47.5% agreeing.
- Communication and influencing skills are positively impacted, with 40.0% strongly agreeing and 41.3% agreeing.
- A vast majority (73.8%) report opportunities for leadership roles within NSS teams.
- NSS volunteering contributes notably to personal growth and development, with 28.8% strongly agreeing and 55.0% agreeing.
- Participants perceive a positive societal impact, with 42.5% strongly agreeing and 43.8% agreeing.
- NSS volunteering strongly motivates community engagement, as 26.3% strongly agree and 56.3% agree.

- Positive changes in society are perceived by participants, with 26.3% strongly agreeing and 55.0% agreeing.
- Overall, satisfaction with NSS volunteering's impact is high, with 42.5% very satisfied and 40.0% satisfied.

Limitations:

- Sample size of 81 is a limitation; the findings may differ with higher sample size.
- The study is limited to NSS volunteers who is Enrolled in NSS Programme in AY 2023-24
- Respondents' answers could be skewed.

Conclusion: The study concludes that all the factors (self- motivation, friends and family, name and fame, opportunity to undertake social work, certificate/marks and development of social network etc.) had motivated them to join NSS during their college days. NSS volunteering has helped in their personality development in terms of improvement in general awareness and knowledge, confidence and courage building, improvement in communication and presentation skills, development of decision making skills, adjusting with people and situation, development of creativity and innovation, optimism, flexibility etc. Very importantly NSS volunteering has helped them in their job/career development. NSS has helped both male and female NSS ex-volunteers in the same manner in their personality development as well as job/career development.

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Cite This Article: **Mr. Gupta R. (2024).** *Impact of National Service Schemes (NSS) on Development of Leadership Quality Among Volunteer.* In Educreator Research Journal: Vol. XI (Issue II (Special Issue-I), pp. 118–122). DOI: <https://doi.org/10.5281/zenodo.11114748>