A COMPARATIVE STUDY ON THE CHALLENGES IN DEVELOPING LEADERSHIP STYLES IN HIGHER EDUCATION IN FIVE SELECTED COUNTRIES'

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ABSTRACT
Review of this article helps the development of higher education administrator leadership styles. To find out the challenges in the higher education and how to change the challenges in the higher education. Which leadership styles promote the leaders to follow it. To compare different countries education system and find out the merits and it helps our higher education system makes better. It is not necessary to follow all the systems but according our culture and the environment we can adopt something new. This review paper helps the management, administrator, and school principals to adopt new system and develop suitable leadership styles. This article gives knowledge to further refine educational leadership and management policies and practices by accepting and utilizing the basic principles and styles of educational leadership.

INTRODUCTION

This review paper describes about "Strategic Transformation of Higher Education" Solution for the challenges in Global Economy". There are many challenges in higher education based on their goals and their mission. Not only challenges but also some remedys steps help to overcome the challenges. Esther Barazzone, President, Chatham University said that the higher education should focused on the goal, and it should be global comparison. Also, He/ she directed to change the online course, quality of education, skills, improved access, and competency-based education. This book instructed me that the leaders, administrators and especially the faculty of higher education to understand the policy and the critical to institutional survival. This book suggested me the practical experience, and positive learning experiences. It provides the skill to success the multifaceted for living and following in complex and uncertain global situation (Stewart E). The leaders have to find the current scenario and finding the challenges for the environment to prepare the policy to transform the higher education (George R. Boggs).

OBJECTIVES

1.   To identify the challenges in higher education
2.   To change the challenges in higher education
3.   To develop leadership styles and characteristics towards higher education.
4.   To compare different countries higher education system and their assessments.

IDENTIFY THE CHALLENGES IN HIGHER EDUCATION

Higher education institution is huge, complex, adaptive system like all other organization. The last year higher education faced many challenges in around the world, mainly learning and teaching for but they supported for teaching and learning. The leaders need to find the challenges, identify the possibilities to unhands the challenges. The students are changed their learning styles (Sarker, Davis, & Tiropanis, 2010). Then they changed their demands. The higher education has to prepare the student for their global future life and the students have to face the growing problem. There are many challenges in higher education to face and the most difficulty is designing the curriculum, pupil preservation, innovative skills, value of teaching and learning, broadening involvement, value of investigation, subsiding the necessity to expand power, the organization as the red-hot challenges(Englert, 2013). It is the reason to develop   program plan, Pupil employability, spreading involvement, value of knowledge and instruction, value investigation, accepting evolving skill, and valuation.

Curriculum design:

Higher education should change the expectations and needs the society. The technology should change based on the teaching and learning perspective. The should aware of introducing new curriculum for the study program or the course. What are the course are used to get knowledge to provide? The curriculum should have based on the students and the society needs. To make sure all the student quality of learning all institutions need to redesign of the curricula(Sarker et al., 2010)

Student Employability:

All the student needs to get job is the important challenges. People are looking education possibilities to live in the world for happy life. The main concern to reduce the financial situation so that all the students are try to graduate. Now a day all the education to sell the education and provide market needs. Not only getting job as well as personal development also important challenges. They learn may skills especially team working, communication skills, information technology, and critical thinking to promote students employability(Sarker et al., 2010).

Quality of learning and teaching:

Quality is he most challengeable issues in the higher education. They have to upkeep about the quality of education and training because it is the best way to develop standard worldwide. If they don't get quality of education, then they lose their identity and don't get student strength. The teachers should give the broader knowledge and give proper input about the subjects. In UK aims to get good education and based on the job. They try to fulfill the culture needs and survival of life.

Quality research:

Higher education has to strengthen the research capacity. In order to get this challenge, HE institutions develop multidisciplinary and gather all the researcher and the expertise's to give seminar about the research capacity and develop the good relation among them. The main aims to progress and tolerate an active and globally modest study sector varieties a main input to financial success.

Challenges of Variation in Complex Instruction

Importance of advanced instruction is creation of knowledge, keep and development of complex socio-technical systems, and talking issues of interest to humans. Not only those challenges but also developing growth knowledge, gathering information potential, creating innovation, worldwide economic, ecofriendly change, and problems of human concern(Englert, n.d.). knowledge growth is twice and fast rising. Comparing to computer fields the growth is flying than another field. Getting information potential is very quick because all the people are learned to use computers and the know how to get the information they need. Grossmann's law says collecting information potential factor is grater than the 1000 years' sources. Inventors and innovators are introduced new techniques to find new information. The current scenario people get more access to get all the information and developed the centers. All kind information we can get not only education but also political, business, medicine, transport, and entertainment information. The whole information is available in the dorm of digital. The students get information before collecting the data because of the speed level of the internet sources.(Ministry of Education, 2017). The curriculum-based reform must to be changed inn higher education. The assets and tests of these modifications further learnt kindnesses of the adjustment procedure. The deficiency of suppleness in improvement curricula reduces chances for educators to adjust the course of right the exact requirements of the pupils (Shani, 2011).

DEVELOP THE LEADERSHIP STYLES

It involves many leadership styles, especially transactional, transformational, charismatic, and situational leadership. The leaders should have knowledge about the management. In the current establishments is challenging the transformation in data structures, from book to digital way. The transformation has been unknown slight of a uprising. Our present leaning towards informatics possessions the method of guidance by fastmoving up the efforts, necessitating quicker and added private change.

Transformational leadership:

Burns (1978) demarcated transformational direction as a method in which "leaders and followers raise one another to higher levels of morality and motivation". It is the skill to nurture the requirements of the following in faithful. Giving to Burns, concentrating on desire develops leaders responsible to the supporter. Public like to hint that a higher structural divine task director them encourages. A leader should overcome the conflict situation. Struggle is essential to make substitute and to make the transformation thinkable. It courses of alteration is created on identification, thoughtful, intuition, and deliberation. The substantial relationship between innovation and reframing guidance looks justified of extra examination (Bryant 2003; Crawford & Strohkirch, 2002).

Innovative Leadership in knowledge Organizations:

Mahoney (200) preserved the situation healthy, "let me say from the start that in my view leadership must exist at all levels in an organizations, regardless of the size, for it to consider itself a learning organizations… there is no excuse for them not creating an environment where everyone can participate in this process"(Crawford, 2003). The observed results, still incomplete, appear to give nearly care to the academic assumption completed by several writers talking of the requirement for supporting joint leadership in the transitions to the information humanity. Bryant's research about origin after which to risk that transformational leadership might be connective factor prompting better information management services, still his research emphasis does not empirically test the instrumental directions among the two elements. Parry (1999) says that researchers found relationship between leadership behavior and organizational performance outcomes, though there are many intervening factors.

Charismatic leadership:

Character of the frontrunner is to trail by public over his conjoins in order to reach the aims of the establishments. So, the leader needs to realize the human deeds to be skilled of communications, in order to lead the communities. The need for a leader with personality information, services and capabilities in order to guide the workers in attaining the task, idea and aims of the initiative. The charismatic leader is one that has effect, motivates, encourages, and inspires poise between the groups. The fascinating frontrunner, cheers to the individual that he holds and which diverge him from other bests(Nikoloski, 2015). It makes to find the charismatic leaders efficiency and thoughtful ideas. By motivating insight into the gaining behind their movements in respects to both their charismatic leadership styles as well as their impress organization, investigators and researchers similar are now able to better recognize the connection between frontrunner and the supporter (Sparks, 2014).

Situational leadership:

Situational leadership style is very important for developing our knowledge and act according to situation. It is known as the great man theory, progressed into the study of management behaviors, this can be replaced future concepts argument (Glynn & DeJordey, 2010). It proposes the active needs a normal thoughtful of the condition and a suitable answer, rather than a captivating leader with a huge set of devoted groups. It is particularly task-oriented against people-oriented leadership theory. Those who are enough knowledge to find out the leadership style is good and follow it (McCleskey, 2014). For example, this is managerial guidance. A leader cannot hold a particular leadership style because they have to work in different culture of people and different places. Maturity makes it easier to convert the situational leadership model into a learning-teaching model for combined education. When a leader has to introduce a new employ to the team, he must have good opinion and good thoughts about him. This is the good example as one cane imagine that the management deeds are situational in many ways and well known is qualified. Thus, all the leaders must evaluate situational background of the job and the supporter's maturity (Meier, 2016).

CHARACTERISTICS TOWARDS HIGHER EDUCATION

It is a community devoted to the search and spreading of information, to the study and explanation of ethics, and serves to the humanity. It supports their objectives and purposes. The main action is accreditation to reform their mission and vision, it is accepted by the informative public. Accreditation helps to support and maintain their value and honesty of advanced instruction. Higher education has some criteria to get permission for all the institution.

- ✓ The mission should suitable to higher education.
- ✓ The goal must be definite and proper goals, and goals for student learning.
- ✓ It assesses both recognized success, and student knowledge out comes, and the grades used to develop their information.
- ✓ They work according to their task and the goal.
- ✓ They are planned, operated, then maintained. It is the continuous evaluation for attaining the goals.

It has to cross some suitability necessities and values of the middle states commission on higher education(OECD, Federal Ministry for Education, & Middle States Commission on Higher Education, 2006). It changes, and several universities are in state of important change. It is together stimulating and unsetting the original enlightening models and resources of bringing enlightening plans and facilities are developing at all levels of advanced instruction. It helps to guide the development of those revised standards. The first values place better importance on recognized valuation and calculation of pupil education. It is the standard accept the variety of enlightening transfer structures that allow organization to light the approval values, in order to attain

better particularity. Those qualities too affirm that the different task and points of every association proceed with the structure inside which these accreditation guidelines are connected amid self-study and assessment. The guidelines accentuate works as opposed to particular structures, perceiving that there are a wide range of models for instructive brilliance.

Standard 1: Mission, Goals, and Objectives

The establishment mission plainly characterizes its motivation inside the setting of advanced education and clarifies whom the organization serves and what it plans to achieve. The mission, objectives, and goals are produced and perceived by the establishment with its individuals and its administering body and are used to create and shape its projects and practices to assess its adequacy.

Standard 2: Planning, Resources Allocation, and Institutional Renewal

All the establishment has progressing arranging and strength designation in view of its main goal and utilizations the consequences of its evaluation exercises for institutional restoration. Execution and resulting assessment of the accomplishment of the vital arrangement and strength allotment encourage the advancement and change important to enhance and to keep up institutional quality.

Standard 3: Institutional Resources

The human, money related, specialized, physical offices, and different resources important to accomplish a foundation's main goal and objectives are accessible and available. With regards to the foundation's central goal, the proficient employments of the organization's assets are examined as a component of continuous results appraisal.

Standard 4: Leadership and Governance

The organization's arrangement of administration unmistakably characterizes the parts of institutional bodies electorate in approach advancement and basic leadership. The administration structure incorporates a dynamic administering body with adequate independence to guarantee institutional respectability and to satisfy its duties of approach and asset advancement, predictable with the mission of the establishment.

COMPARING DIFFERENT COUNTRIES EDUCATION SYSTEM

Higher education systems in Finland:

The Finland's advanced education framework is a standout amongst the most critical instruction frameworks on the planet. In the essential and optional levels of tutoring in Finland is necessary and free. The advanced education in the wake of tutoring in Finland is most interesting and regard for the residents. The diverse levels of advanced education in Finland resemble, Polytechnics, Colleges and Universities. Every one of them they have outlined possess educational program in light of the present patterns and necessities to the understudies.

Higher Education Systems in India:

India is one of the quickly developing training parts in the advanced world. Indian organizations like Indian Institute of Technologies (IITs), Indian Institute of Managements (IIMs), National Institute of Technologies (NITs), National Institute of Fashion Technologies (NIFTs), All India Institute for Medical Sciences (AIIMS), Indian Institute of Science (IISC), Indian Institute of Information Technologies (IIITs), Birla Institute of Technology (BITS), and so on has worldwide acknowledgment as far as advancement and educational modules (Singh, 2011). Despite the fact that, India's advanced education frameworks needs in sufficient resources like library, research facility, foundations, and so on. Be that as it may, the understudies have the potential information, excited, exceptionally enthusiasm to learn new things, persevering to accomplish their best in instruction and also their transporter (Rumbley, Helms, Peterson, and Altbach, 2011).

Higher Education Systems in Thailand:

Thailand's education systems are oriented with the new policy Thailand 4.0. It gives a result of good education systems in the colleges and universities level. OHEC of Thailand is changing higher education framework and policies often related to quality standards of education (Sophister, 2011).

Higher Education Systems in Singapore:

Learning does not end after people enter the workforce. Grown-ups who wish to extend their aptitudes or obtain new ones can experience ceaseless learning in post-optional instruction foundations. These organizations give an extensive variety of learning alternatives for grown-ups, which help to address labor and aptitudes holes, bolster

industry improvement and occupation creation, encourage training and vocation change by means of different pathways, and empower the workforce to remain employable in the midst of fast moves in the financial scene.

Higher Education Systems in USA:

The American advanced education area is various and creative. In 2014-15, the segment delivered more than 1 million partner's degrees, about 1.9 million four-year certifications, more than 758,000 graduate degrees, and more than 178,000 doctoral degrees.1 The world pioneer in advancement for a considerable length of time, the segment keeps on creating front line investigate and contributes forcefully to the American economy. Late gauges reasoned that the United States spends a bigger level of GDP on advanced education than some other nation (Brown, Kurzweil, and Pritchett, 2017).

COMPARING ASSESSMENT SYSTEM

There are numerous evaluation frameworks in advanced education. Illustration: Exams, Participations, Quiz, Activity, Continue Assessment Systems, and so on. In these, CAS (Continue Assessment Systems) is imperative and mainstream towards advanced education frameworks. There is an assortment of approaches to arrange appraisals (Hill and Larson, 1992: Herman, Aschbacher, and Winters, 1992). Truth be told, since the scope of built reaction composes and circumstances is boundless and more configurations are being produced constantly. Counting the many-sided quality of their advancement organization, and scoring: the requests they put on understudies and instructors, their cost and the subjective requests they make on students (Stecher et al., 1997). The appraisals are understudy evaluation, instructor evaluation, the school assessments, and framework assessment. The examination of the proof on assessment and appraisal, inside and out survey of assessment and evaluation polices in a scope of nations and a union report contrasting nation experience and drawing out general lessons for approach improvement. The adequacy of assessment and appraisal depends, as it were, on guaranteeing that both the individuals who outlines and embrace assessment exercises and also the individuals who utilize their outcomes have the best possible abilities and capabilities. This is critical to give the essential authenticity to those in charge of assessment and assessments (Herzog, 2009).

CONCLUSION

We extend our life in different ways and different experiences. But all the experiences gave good or bad direction to achieve our goal. The same thing can not apply in the higher education, Hal Moore said that we were soldiers to find the way to win whether it is good or bad but our goal is to win. In higher education, we think about the student faculty and administrators. The leaders have to think how we can provide the good education and which way to develop the skill towards the learning students. If they find their ways and transform to strategic policy. Those steps are put in the implement process. The main problem comes from the financial sides so the leader has resolve the problems and show the remedy of that issues. The organizational structures are more select and changeable. What are the technology helps to learn new for new thing, it has to be provided by the institution? The leadership styles are very important to sharp the leaders in good path way. Transformative leaders institutionalize such behaviors, and the institutional cultures reflect greater agility and responsiveness to changing the times. Higher education is the important factors in influencing social challenges, and make good decision (Browne & Shen, 2017). It is mainly considered for social and economic development.

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