

# Transformational Leadership Skills of Indian Freedom Fighters in Enhancing Dedication at Work

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## Abstract

It difficult to comprehend escaping your house arrest and escaping to another nation to garner support for India's Freedom struggle, let alone executing the plan in order to overthrow the empire on which the sun never set. Fighters implement what others can't even imagine, especially those fighting for their nation's freedom. Subhas Chandra Bose, the backbone of India's freedom struggle, escaped from his house arrest in Calcutta to Germany in January 1941 and rose as the epitome of courage and conviction, giving rise to Azad Hind Fauj against the British Empire. Similarly, Bhagat Singh, on his way to the gallows in March 1931, announced that the freedom would follow in few years, and aware of the fact that the real fight would begin once India won its freedom. The fight against exploitation, corruption, casteism, nepotism and communalism is still continued. This paper peeps into the leadership skills of selected freedom fighters to analyse how their hope, team work, purposefulness, inner locus of control, respect for women and resourcefulness helped them achieve the impossible mission of Indian independence. The leadership skills of Indian freedom fighters were identified through the literature review. The corporate employees were surveyed for presence of these skills in them through structured questionnaire. Data were collected and analysed. It was found that hope, team work, purposefulness and resourceful have positive correlation with transformational leadership. The limitation in the study was that sample size was over 50 employees in the NCR Delhi region only. The implication of the study is that training program can be designed to enhance the skill sets of employees similar to those of Indian freedom fighters to enhance workers dedication at work. By enhancing those skills through training, an ordinary karmachari can be converted into a karmayogi.

## Keywords

Leadership, Hope, Purposefulness, Freedom, Inner Locus of Control, Karamchhari, Karmayogi