

Self-Made Leadership from Lower Middle Class: Ghulam Haider Wyne

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Introduction

In a developing society the most important thing is to enhance the speed of development and progress, for which a good leadership has always been necessarily important. Only the wise political leadership can unite people on development projects, as well as they can enhance the speed of progress. The political leadership must be educated enough to communicate with people and with other nations. They must be aware from the problems of the society, their roots and the ways to resolve them. They must be active enough to be recognized as an effective personality. They must also have sufficient knowledge of international relations around the globe. They must know how to achieve national interests without causing damages to others.

The term leadership is ubiquitous in common discourse. Political candidates proclaim it, organizations seek it, and the media discusses it ad nauseum. Unfortunately, research on leadership has done little to inform these endeavours. As Bennis and Nanus have noted, Literally thousands of empirical investigations of leaders have been conducted in the last seventy-five years alone, but no clear and unequivocal understanding exists as to what distinguishes leaders from non-leaders, and perhaps more important, what distinguishes effective leaders from ineffective leaders.

Leader is the most important person who plays a key role in the development of a civilized society and progressive nation. Every society have some problem and need to solve it, a civilized society needs a person who may lead it towards its specific goals. Leader helps to solve the problems, provides the progressive way and better future. It provides the better way to the community and society for development. Leader discloses the better source of development solves the problems and gains the good future for a community. Therefore all communities, societies and countries chose a person who may lead in a better way. Leader keeps the ability to do the work with individual person or team. It has a skill to organize the society; which provides an efficient path for the development of country.

Leadership always remains important all over the history. In history there are many strong leaders such as Quaid-e-Azam, Mahatma Gandhi to Vladimir Lenin and Mao Tse-tung to Barack Obama have strong influence in society as a political leader. These great historical leaders change revolutionary in the basis of our society.

A number of great leaders in the world have ruled many authoritative societies and nations. For example, King of the Ancient Greek kingdom was Alexander III of Macedon, which famous name is Alexander the Great. It is born in Pella in 356 BC, Alexander. Hazrat Muhammad was great Leader and founder of Muslim Society. Salah al din was the founder of Ayyubid Dynasty, he was first sultan of Egypt and Syria. Adolf Hitler was German politician. Mustafa Kemal Atatürk was a Turkish army officer, reformist statesman, and the first President of Turkey. He is credited with being the founder of the Republic of Turkey. Mohandas Karamchand Gandhi was the preeminent leader of

Indian independence movement in British-ruled India. Quaid-e-Azam Muhammad Ali Jinnah was categorized as a top leader during independence movement. Nelson Rolihlahla Mandela also was a politician leader of South African. In the above mentioned name lot of leader was belong to lower or middle class background.

Aforementioned leaders have played different types of roles with respect to leadership. A large number of those leaders were self-made and belong to lower middle class. History provides sufficient data about those lower middle class leaders who served their nations successfully. These days, many great political leaders provide their fair services to the society and lead the nation as many times had been lead in the past.

The last 100 years was the peak time of leadership, in which the importance of leaders and leadership was highly recognized. The leaders and leadership have never been given such importance in the history of nations worldwide. During this period, two aspects were paid the highest attention (i) The extent of our actual knowledge about leaders and leadership, and (ii) the extent up to which the leadership and leaders could be beneficial for society, and the level of knowledge we must ideally possess about them [1,2]. When the experts start studying leadership, they select samples for their studies from existing societies.

The recent activities and advancements in the field of leadership provide a clear image of the behaviour of a community and their thoughts about leaders. Studying leadership during previous periods can never be as useful as it could be in the recent times. Modern leadership is preferred to study because the world has been swiftly changed, and the societies and social interests have been greatly modulated during the recent years. Therefore, something important could not be devised by studying the history of leadership [3,4]. The researchers in the field of leadership focus on the recent work done, changes and achievements associated with the leaders and leadership. Reviewing leadership of past eras could never be much useful in order to improve leadership of a society.

In the recent years Ghulam Haider Wyne [5] is a good example of lower middle class politician. He was a well-known politician of Pakistan. He was the Leader of the Opposition (Pakistan) and former chief minister of Pakistan's most populous province Punjab. He held chief minister's position from 1990 to 1993, when President Ghulam Ishaq Khan dissolved the Constituent Assembly and removed his government in 1993 from Punjab along with Nawaz Sharif's governments in Pakistan.

In 1985 he was elected as Member Provincial Assembly Punjab and in 1988 he was elected as Member National Assembly of Pakistan. He was assigned portfolios for provincial minister for education, industry, Planning & Development and Labor & Industry during Mian Nawaz Sharif tenure as CM Punjab. He was given the chores of leader of the opposition in NA in 1988 but later he abandoned the seat for Ghulam

Mustafa Jatoi on the behest of the party. After the dismissal of PPP govt. in 1990 he was nominated as the care taker CM Punjab. He won 1990 elections on provincial seat and was elected leader of the house Punjab Assembly on November 08, 1990 with an over whelming vote of 201 against his PDA rival and leader of the opposition Rana Ikram Rabbani who polled only eight votes. He had to go a long way before finally holding the slot of CM Punjab. He was unanimously elected as President PML Punjab. The only office that remained to be occupied by him was that of the Prime Minister.

Ghulam Haider Wyne was the founder and first chairman of Nazaria-i-Pakistan Trust. He is remembered as Sir Syed Ahmad Khan of Mian-Channu after his death, due to his un-ignorable services for education in the area. He belonged to the middle class of Pakistan and achieved remarkable goals, both with respect to serving the people and his political career. He had been a great leader, who played important and unique role in the development of the society. Therefore, his leadership has attracted the attention of experts in order to extract the key rules and principles of his leadership, due to which he became so successful. Moreover, his life is also very important with respect to the potential roles of a middle class, which can be used to serve the nation.

Current study has been designed to estimate role of lower middle-class leader from nation and society. It would be great step towards enhance the qualities of self-made and lower middle class politician leader.

Methodology

Interview and questionnaire method was used to for collecting the data. Primary and secondary document and source, theoretical investigation, literary work and observation method was used to approach result and conclusion. During this study the papal party area was investigated deeply. Read the newspaper and books which published during papal party provisional political time period. The methodology adopted was based on primary resource, sporting news paper, research articles records in the writing form, official documents, reports, and finally the information gain from these source was verified at the respective city. Since now, there is not any direct source of information about Ghulam Haider Wyne therefore only that information was considered which was relevant and might be utilized in this research. In terms of textual source, various archives and libraries were consulted in Pakistan such as the Punjab provincial archives or Pakistan, old record archives of Municipal Corporation, library of Nazaria-i-Pakistan Trust, Punjab Public library and library of railway headquarters. On the other side, conduct the interviews from relatives of Ghulam Haider Wyne most important his wife.

Source of Survey

In this relational study there is an adoption of survey method. The population was the students, teachers, and heads of educational institutes, common people, political workers, political leaders, administration and relatives. 200 officials were selected to conduct the interview based survey from different areas. The total participants of the survey were 500. This survey was conduct to check the Ghulam Haider Wyne leadership qualities, transition effects on society, motivation and emotional intelligence as political worker. There was an application of qualitative and quantitative approaches. The record of the respondents was used in the questionnaire. The data will further be processed to justify educational transition effects on political worker's

motivation and emotional intelligence through inferential statistical measures.

Research Design

The primary data were taken from almost 500 participants through a survey from educational institutes and as well as political workers. This was done through a questionnaire from the participants according to their specifications. The primary data will also be collected through interviews, emails and telephonically. The secondary data were taken from the different websites, newspapers, articles and some government departments so that there was no ambiguity in presenting the data because the data were pure. Special attention was paid in this regard that the data were taken from the relevant Ministries. After that the data were analyzed through the use of SPSS.

This study contains the complete relationship between different variables and to analyze these variables there is a use of co-integration in this research. This technique is from applied research methods and provides consistent doctrine of involved variables. In this technique the mean and variance remain constant and independent on time but in these kind of studies this consistent doctrine is not satisfactory by the variables of time series therefore, usually F and t tests are taken.

Results

One of the problems stems from the fact that the term leadership, despite its popularity, is not a scientific term with a formal, standardized definition. Bass [5] has lamented the taxonomic confusion by suggesting that "there are almost as many definitions of leadership as there are persons who have attempted to define the concept".

However, when society chooses the leader, it actually encourages the leadership system. It is also very important to follow the ideas and order of own leader. Enhancing the benefits of leadership is very important under the leadership, in order to attain the main goal of civilized and developed society. Moreover, leadership quality and skills provide good leadership services of the society. The benefits of society are very important for a leader. Therefore leadership selection is very critical and responsible task for a person and community. Leader selection is an essentially because a society take a personality which motivate to do good work and provide guidance for any matter. Unfortunately, the leaders of Pakistan have not been capable enough to lead the whole country at once. Moreover, their knowledge about international relations is also limited and insufficient to design and execute foreign policy. All these problems have caused international losses to Pakistan. Moreover, the insufficient understandings of national problems have always prohibited the successful solutions of social, cultural and economic issues. It has also been noticed that most of the political leaders of Pakistan have been convicted or blamed for corruption cases. Moreover, their loyalty toward country and serving intensions toward Pakistan society has been frequently questioned.

Besides all, the most important deficient aspect is the lack of leadership abilities in political leaders of Pakistan. Electoral corruptions and illegal voting has always been general issues after every election. Election candidates are used to show off their economic status more than their ideas about society and social issues. Most of the political parties have their armed wings which can never be interlinked with any political activity. Overall, the political leaders are not capable to run political activities and the result of their inabilities was to face the whole nation in terms of poor economic growth, unemployment,

terrorism. Hence, the political leadership extracted from the upper class of the society and which don't have the basic knowledge of local issues is the main hindrance in the way of prosper Pakistan.

The inspirational and forward moving variant of leadership is well documented; it has also been known to go awry. Many leaders misuse their position to gain personal benefits. In this study, try to understand what factors into the formation of a victorious leader. Although, analyse how those characteristics can be employ in political leadership today. It is an attempt to show up the sometimes confusing leader follower relationship.

In current era of Globalization has brought many new challenges and opportunities for societies all over the world. In the reaction of globalization people and society faces different challenges and leaders react to these new developments around the world. These challenges and opportunities vary according to the requirements due to certain factors of resemblance. Its fact, most societies have different levels to the creation and/or sustenance of multicultural societies.

In general discussion, Pakistan faces a crisis of leadership the lack of leadership is a result of the absence of social conditions and arrangements which would promote potential leaders. In current scenario, it's necessary to think of the processes, problems and influences that shape the emergence of new leaders. Leadership is a big problem in Pakistan as the lack of economic resources, technical know-how and well-trained bureaucrats. Society's expectations are too much from the Leaders, leaders are responsible of strengthening democratic institutions, modernizing the masses and of initiating and performing developmental work. The role of political leadership in Pakistan, added significance as the people look to the government as an agency of social change. The dependence on government initiative to undertake any new programme or policy is noticeable even at the lowest level. Thus government would yield political power have to be initiators in social change.

A great leader should possess these qualities i.e. 1) Initiates action 2) Motivation 3) Providing guidance 4) Creating confidence 5) Building morale 6) Builds work environment 7) Co-ordination. Leadership is not easy job and responsibility. A leader moves with a group but always as single person. He faces many difficult situations constant tasks and thunder able situation. Therefore, leader does not face the critical situation solitary. Leader has groups and communities to work for and to work with. Under leadership these communities solve the problems and achieve the targets. Leader does not solve the critical problems alone. A leader solves the difficult matters through sharp mind leadership skills, own personal qualities vision and positive thoughts. A leader must always take careful decision and possess successful communication with other persons.

Progress and development is the intrinsic property of humans and societies. Individuals struggle to fulfil their needs in a better way, and their efforts unite at society level where political leaders govern them. Political leaders are the persons who make the things happen which cannot be achieved at individual level [6]. Therefore, the importance and responsibilities of a political leader are the key factor in the progress and development of nations.

Sometimes, changes occurring in a society are driven by the capitalists. These changes may include building infrastructure, establishing finance authorities and shifting of power. All these changes are made by considering the interests of the capitalists and not the benefits of common man [7]. Therefore, it becomes the duty of political leadership to secure the interests of common man. Hence, it is

imperative for a leader to be a wise man with broad and clear vision. He must also be influential enough to modulate national and international policies of the nation.

Sometimes, the military of a country plays a primary role in the survival of the country. Most of the time, it comes up with some rules and regulations of law, enforcement, accountability, transparency and efficiency in national departments and organizations. However, these military periods have always been discouraged by the local societies. These governments are considered as a long term solution for social issues. Only the political leaders and political governments can give a peaceful and permanent solution of public issues.

Mostly, these problems produce good political leaders, when lingered up to long periods. However, only persons with a determination of progress and development are raised as good political leaders. People also appreciate their services for constructive purposes; and these are leaders which remained alive in their societies for very long times. Some leaders have also the abilities to take advantage of little short-comings of the society and focus a bigger issue and get it resolved. Such leaders control the state authorities and put a firm check upon them. Such leaders may retard the corruption rate inside country [8,9].

The leaders with lack of political abilities cause the great problems for the whole nation. They not only enhance but accelerate the rate of corruption in the country and cause serious damages to the national economy. The poor economy concomitantly increases the mismanagement in almost every state department and collapses the conditions of law and order. This induces the corruption in every field of life in the country. Moreover, the mismanagement leads to the wastage of natural resources, uncontrolled shifting of facilities and unbalanced distribution of wealth. This all lead toward the hardships in lives of citizens of the society.

When incapable leaders become authoritative and control the social matters, they cannot settle down the social issues. It leads toward the chaos and disorder in the society, and most of the individuals lose believe in political leaders [10,11]. This creates the environment for military rules and military takes over the state using the opportunity of 'State of decay and crisis.' Pakistan has been under the military rule multiple times since 1947. This indicates the process of democracy has been derailed many times due to the incapability of political leaders.

The capable leaders perform very well for their society and for themselves. They provide services to their societies and struggle for the betterment of their society. Mostly, political leaders work for the improvement of financial conditions of the people and for the educational conditions of people. Such type of leaders becomes a role model for the individuals of society and for other political leaders too. All such leaders are the best combination of moral virtue, integrity, honesty and trust. Those leaders are aware of the exact needs of their people, and actually perform according to the expectations of their people [12].

Meindl's "romance of leadership" approach is an example of a perspective in which these inference-based processes are taken to be central to the conception of leadership [13,14]. Alternatively, leadership can be recognized based on the fit between an observed person's characteristics with the perceivers' implicit ideas of what "leaders" are. Such perceived leadership characteristics are of interest in this study. Research shows that perceiver's use of categorization processes [15] and matching an observed person against an abstract

prototype stored in memory play an important role in attributions of leadership by followers [16].

The lives of these leaders must be studied and described in details in order to understand the basis of their good performance, moral virtue and popularity. It will be an honour for those persons who served their nations through their political activities. Moreover, it will also give the chance to other political leaders to follow such persons and improve their political activities and to serve their societies well.

Javid said in his simple words the people who build institutions never died and so was the Ghulam Haider Wyne. Nizami said Wyne was a man of principles. He worked for the welfare of the common man and the poor.

Lodhi said Wyne had a clean and spotless record who had risen from an ordinary political worker to the opposition leader in the National Assembly and later the chief minister. He always worked for the welfare of political workers and wanted to redress their grievances. He regretted that the nation had not followed the principles of the Quaid-i-Azam and the objectives for which he had established Pakistan could not be achieved.

Rafi said with his unique politics, former Ghulam Haider Wyne had set example for other politicians. She claimed after Quaid-i-Azam, he was the single soul who worked hard to discipline Muslim League on modern ways. Mirza said Ghulam Haider Wyne was a mobile encyclopaedia of Muslim League who set up over 18 educational institutions in a small city Mian Channu which could be given the status of a university.

Ikramul Haq a past friend of Ghulam Haider Wyne said he was basically a political worker who was ultimately chosen for Chief Minister of Punjab slot. Rasheed said people of the province are commemorating former Punjab Chief Minister Ghulam Haider Wyne when there are bomb explosions everywhere in the country. He was a gospel and down to earth politician who had devoted his life for the welfare of the nation.

Robert argued that every leader must choose the best people, train them well, develop them into competent workers, provide them with direction, challenge them with responsibilities, reward their individual and group contributions, treat them humanely and in this way lead his people to victory. Winning is not only important, in the national context it is everything; there are no prizes for second place and it's true for all forms of leadership.

One of the first attempts to define transformational political leadership was offered by James Burns, who put forth the now famous distinction between transformational and transactional leadership. Transactional leaders sometimes referred to today as managers, are those that implement what they are assigned. They operate within the status quo and generally do not attempt to alter it. Alternatively, Burns describes transformational leadership as occurring when leaders and followers raise one another to higher levels of motivation and morality. He places a strong emphasis on morality and higher order values, which will fundamentally transform both the leader and the followers. An example of this type of leader is Mahatma Gandhi.

Kanungo according to Max Weber identified three cycles of pure leadership that all societies must undergo: the charismatic, the rational-legal, and the traditional. He characterizes charismatic leaders as those distinguished from ordinary people by their heroic and

seemingly superhuman qualities. Since Weber, subsequent attempts to study charismatic leadership have resulted in considerable variation. For some scholars, charismatic leadership should be examined as a phenomenon separate from transformational leadership. Others take it as a component of transformational leadership, or consider them as one and the same.

Research in this area also shows that transformational/charismatic leadership is closer to perceptions of ideal leadership than transactional leadership [17]. As Lord and Maher [16] note, being perceived as a leader is a prerequisite for being able to go beyond a formal role in influencing others. They hold that leadership perceptions can be based on two alternative processes. First, leadership can be inferred from outcomes of salient events. Attribution is crucial in these inference-based processes. For example, a successful business "turnaround" is often quickly attributed to the high quality "leadership" of top executives or the CEO. Another example of an inference-based process is that the attribution of charisma to a leader is more likely when organizational performance is high, that is, charismatic leadership is inferred from business success [18].

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