

### 1. The Research Question

How does leadership reluctance in student led clubs and organizations affect student growth and development at tertiary institutions?

### 2. The Unit Of Analysis

In order to answer the research question, the subjects of the study will be individual students at colleges and universities who are members of student led clubs and organizations. This is the unit of analysis as the study seeks to understand why there is leadership reluctance in these organizations and how this reluctance affects student growth and development.

### 3. The Type of Design

The research will use a qualitative design as this study is rooted in a newly developing phenomenon. The study seeks to explore and explain the issue of leadership reluctance and data will be collected via surveys, interviews and some observations. In order to really explore leadership reluctance and its effects, a qualitative design would allow the researcher to be flexible in the data collection so there is a deep investigation of the research question.

### 4. Variables or Key Terms

As the research design will be qualitative, there will be no variables. Instead, there will be key words identified with the study. The key words/terms of this research will be:

*Student Clubs* – A student club is an autonomous group of students who meet regularly with the express aim of enhancing their personal learning around a given topic or theme. (Pittaway, 2015)

*Leadership Reluctance* – A person who has an opportunity to assume a leadership role at an organization but hesitates or refuses to assume the role. (Zhang, 2020)

*Student Growth* - is defined as a change in a student's or group of students' knowledge or skills, as evidenced by gain and/or attainment on two or more assessments, between two or more points in time. (Adams, 2017)

*Tertiary Institutions* - Any institution that provides post-school education on a full-time, part-time or distance basis as defined by The World Bank.

5. Which type of design will you use, and why did you choose that approach?

Qualitative research design is the category of research design best suited for this research. Qualitative research will help to spotlight the issue of leadership reluctance as this is a study in human behavior and will help us to understand the social construct within clubs. Then the research can also illuminate how student growth is affected by leadership reluctance.

Within this category of research, phenomenology is the type of design that will be used as this issue of leadership reluctance is a phenomenon that is quite new and will have to be highlighted to see how extensive it is and if it has serious significance in student behavior. As this is a new issue, there is clearly a gap in our understanding of leadership reluctance, how widespread it is and why it is happening. Conducting this research will raise awareness of the issue.

The focus of this study examines leadership reluctance in clubs and the behavior that leads to that reluctance. The intention is also to have flexibility in collecting the data by using interviews, surveys and observations of student club meetings. Once the data has been collected, the data is analyzed by looking at individual experiences and then themes are

developed based on the information collected from the interviews as well as what is observed in the meetings. This then leads to the examination of contexts to then determine how widespread is the issue and its effects. Then the study and the results of the study are reported, and the essence of the examination is revealed and then themes from the research can lead to conclusions about the issue of leadership reluctance. This research design would allow for the issue to be extensively examined and the results laid out in a way that would benefit the intended audience.

## References

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