

Role of Leadership in Preferment of National Cohesion and Solidity: Theoretical Analysis

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ABSTRACT

A country without national integration is often implied as the country deprived of social cohesion, sense of nationalism and with a failed socio-politico-economy. In bringing up these values in front, there lies a strong leadership role behind it. Debates started to rise against the distorted and corrupt political structures where there is no national cohesion in the country. Hence, this paper will focus on the challenges and stratagems which the leaders of the country needs to embrace in order to guarantee accountability and the sense of nationalism among the citizens of the country. The strategies and methodologies for the advancement of national integration includes the legal framework, declaration of the transparent political policies, and a resilient platform for the societal transformation of the country. It was found out in the research that the sensitization of the integrated societies of the country basically ensures the sense of uniformity and is known to be the foremost contributor for the cohesion of communities of the nation and its development. If the leaders failed to do so, then this means that there are problems of polarization, self-interest, lack of ideology, weak governing institutions, failure to address the inequalities and injustices, substantial proliferation of militia power and lack of communication channels between the political leaders and citizens of the country. This paper studies and applies a verity of approaches existed in the literature on political science to give an inspective basis for the study of leadership role in regulating and reconciliating the differences among citizens. In this paper, the relationship between the dependent variable of the national cohesion/integration will be analyzed with the role of leadership. Moreover, a qualitative method will be adopted in order to examine the role of leadership in conflict resolving strategies which they adopt for implementation of good governing institutions which could ensure the empowerment of public communities and well-monitored evaluation systems at ground-level to safeguard national integration of the country.

Keywords: *Leadership, National Cohesion, Solidity*

Introduction

National cohesion and national integration is a complex phenomenon in the system of nation state. It has vital place in the study of world politics as well. Nation building and national integration used inter-changeably in the political development literature and a multidimensional phenomenon. The concept of

national integration and cohesion got importance in the writings of developmental actors and scholars especially in the western world in 1950s and 60s. National integration means to generate a sense of belongingness among various groups of the society with a nation and state. National integration and national cohesion have been a thing of major concern of today's political studies.

National cohesion and integration may be taken as one of the developmental strategies. A National community can be formed only by developing consensus on values, myths and ends among people of the polity. (Rai & Malick, 1982). Every nation has desire of national integration. National integration and cohesion remains one of the cardinal objectives of every multicultural society (Egbefo, 2015). At present, no topic has got attention more than the issues of national integration and leadership.

Conceptual Clarification

What is National Cohesion/Integration

Every country in the world wants to maintain national integration in the country. The term integration means to exhibit the characteristics of having self-sacrificing values such as accountability, transparency, efficiency, and honesty. Integration also refers to "the process of binding a society, group, system in order to create a single territorial and defensive unit in a place." (Weiner, 1965). Integration has also been characterized into a political phenomenon in which "it creates a cultural loyalty in a society and among citizens in order to create a homogenous environment and a sense of national peace." (Ogunojemite, 1987). When it comes to national integration, it is "the kind of integration in which the government is liable to create a capacity and control in the territorial proximity of the country under its strict jurisdiction policies where the attitudes, loyalty, patriotism and willingness of the citizens are purely in favor of the national interest of the country." (Okoli, 2004). National cohesion is founded on one fact that individuals, groups and societies can achieve their goals by walking together.

Myron Weiner, a great political scientist, presents five chief errands of national integration that are as follows:

- creation of sense on territorial nationality
- the establishing of a national central authority
- the bridging of an elite-mass gap
- the creation of a minimum value consensus
- devising of integrative institutions and behaviours (Jahan, 1972).

Broadly speaking, national integration is the evolution of a system which unites all identities and units for development purposes. In this context, national integration has three major elements which include; an integrative ideology, integrative society and existing state apparatus. If these elements are fully operationalized then national cohesion may be ensured. Moreover, national cohesion/integration can be achieved through three gears; minimizing economic disparities, good governance, establish non prejudiced behavior and leadership role. Integration has various types:

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Territorial Integration

The contemporary idea of nationalism is connected with territorial integration. Myron Weiner is of the view that if you are territorially affiliated then feelings of nationalism may be commonly seen (Weiner, 54)

Economic Integration

Management and equal distribution of economic resources among all ethnic groups and identities without any discrimination lead towards integration. If small groups and identities are given more economic opportunities and satisfied with their needs then they would consider themselves a part of mainstream.

Social Integration

National cohesion/integration phenomenon is getting huge importance now a days. Social integration is a unification of groups into one identity. It also creates unity and closeness between rulers and masses.

Political Integration

When there is diversion from parochial loyalties to national and central loyalties among different ethnic units. Furthermore, it may be a creation of feelings of loyalty with central authority. Karl Deutch is of the view that

“As house can be built from timber bricks and mortar in different patterns, quickly or slowly, through different sequences of assembly in partial independence from its setting and according to its choice, will and power of its builders, so a nation can be built according to different plans from various materials, rapidly or gradually, by different sequences or steps and in partial independence from its environment” (Jahan, 1972, 2).

Signs of National Cohesion

There are certain indicators of national integration and solidity through which one state can be called an integrated state. In this regard, sense of belongingness and common vision among various groups in a country is foremost indicator. Moreover, peaceful coexistence between and among various group of people with having different backgrounds may be considered another sign.

Leadership

Leadership is a complex phenomenon but at the same time leadership role has extended in the process of development. Political leaders, through the authority of government got prominence in political sphere and in a position to influence the common people. Leader is a person who responsible for is creating a situation in which team work can be possible. He has an ability to influence others for those things what they don't want to do. Leadership is a combination of three elements; leader, situation and followers.

For followers it is necessary to have trust on leader and on the other hand leader creates trust between him and followers through his vision. Furthermore, situation makes a leader which may comprise of size, assessment and arrangement of the task and organization.

Warren Bennis considered vision and integrity as integral part of leadership. Effective leadership will focus on cohesion and integration. Gardner (1990: 1) defines leadership as ‘the process of persuasion or example by which an individual induces a group to pursue objectives held by the leader or shared by the leader and his or her followers. Political leadership is the exercise of power and influence in such a manner where leaders in the real sense leave a trail. It also has capacity to work in a social collectivity to transform thoughts, purposes and goals of that group and on the other hand to generate new political structures to achieve that goal set by the assent of the leader and followers. To carry out such behavior leaders should have a justifiable position.(Ghani,2017)Leadership according to various authors is known as “the ability to create an impact on the activities of the people or other organizational systems through the authentic and appropriate process of communication in order to attain the specific desired goals.” (Maxwell, 2001 & Miller, 1985). However, leadership is also defined as “the ability of a person to give directions, to inspire the sub-ordinates and their loyalty, to resolve and manage the conflicts, so that the people in the organization keep on working with good ambitions.” (Ebukelo, 2010). On the other hand, according to the research, “the leadership also refers to the individuals who can bring an effective change in the group of people in order to strive for a common goal.” (Northouse, 2001).Furthermore, there are various types of leadership who played role for nation building and national cohesion in one way and the other i.e. trait leadership, charismatic leadership, situational leadership, popular leadership, achieved Leadership, transformational and transactional leadership, qualitative leadership, quantitative leadership.(Ghani,2017)Leadership has some elements reflective and essential and if they will be working effectively then national integration may be ensured.

Reflective/Essential Elements	Elements of National integration
Character/Vision	Ideology/minimum value consensus
Capacity/integrity	Society/territorial nationality
Performance/relatedness	State apparatus/ Bridging elite-mass gap
Power, Authority, Legitimacy	
Compliance	

Source: Prepared by the researcher by using various sources

Hence, the research shows that integration is the process of getting together the socially and culturally disintegrated groups which exists in a particular county under one central authority laid by the political leadership or units in order to create a distinct national cohesion. It is to be noted here, that the national integration basically shows the gap which the government elites and the masses of the citizens which can be bridged by the aspirational, noble and patriotic values. If the leaders of the country want to establish the social and cohesive order, it is necessary that the same leaders should be concerned with the values like justice, equality, transparency, and the desirability of the leaders of the country to achieve the economic-socio-politico goals. The integrative behavior of the citizens of the country can only be achieved, if their feelings are being tapered with the effective leadership conduction which can generate their capacities to work in accordance and in an organized manner in order to attain the common purposes mainly for the

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cohesion of a nation by working in the sustainable structures laid down by the responsive governmental leaders(Egbefo, 2015)

According to the traditions of liberalism, the 19th century created the two distinct views about the national cohesion; one is that the citizens of the country are being divided with respect of the cultural and religious differences or even minorities which are very important factors of the society and one cannot deny from these existential factors from the country. The second view is of the amalgamation and homogeneity of these differential factors which can form the basis of the conflict within the society, due to which the second view is also having important position in the theories of integration, which can remove these differences if and only if the appropriate leadership role can play the role of the bridge between these conflicts of the society. If these two views are to be considered by the governing system of any country, there can possibilities of seeing a national culture assimilated into one nation and one unit integrated for the benefit of the country.

National integration is well-thought-out to be the vital problem for most of the newly established independent states which includes the Asian and African countries mostly because these states are hostiles to the conflicting situation because of ethnic, militia power issues, guerilla wars, and weak political institutions which creates the social and sectarian cleavages at dominant level. There also exists the leaders or elites in these developing states who work against the political institutions of the country because they themselves wants to have power over the institutions of the country, hence, they work on their own agendas and creates the feelings of regionalism which affects the integrity of the nation eventually. However, it is a great disparity for these developing nations, that their rulers and leaders are still incapable of creating a sense of national cohesion in their countries because they are unable to deliver the importance of national identity over the value of ethnic identities within country.

The one and only main task which the leaders of most of the Asian and African countries failed to achieve was the national cohesion and integrity within their countries due to the huge convergence in linguistic, regional, cultural and ethnic identities. This failure also occurs because of the failure in developing strong political institutions and policies in the country which if implemented in an organized manner can achieve the desired goals, otherwise this could not be possible to achieve (Jahan, 1972)

A country, if it is likely to survive in the world must possess the cohesion, integration, unity, patriotism, economic prosperity and most importantly a good leadership in the form of governmental or social organizations. Integration means to try and combine the pieces or parts together and only those parts which are compatible with each other in order to survive in a place. In order to guard against the problems and challenges which the leaders can face in the country, there is a grave need to serve the national interest of the country first by creating the sense of solidarity (Majeed, 2014).

National integration is a multidimensional phenomenon which involves five major errands: creation of sense of territorial nationality, central national authority, bridging elite-mass gap, the creation of a minimum “value consensus” and devising of integrative institutions and behavior.

Advantages of National Cohesion/Solidity and leadership

Cohesive and integrated society may lead towards development. It is viewed as a tool to create harmony and unity among diversity. Therefore, integrative and cohesive behavior is that which indicates the ability and capacity of the citizens to regulate them for nation building. Here comes the role of political leaders to unite various groups and people for seeking solidity in disintegrated society. Many writers developed the relationship between leadership and effective citizenry. Citizens are promoted, boomed and developed by competent leadership. Relationship between the leader and the citizenship matters the most. Dissatisfaction with the political leader and lack of faith, belief, and confidence in politics are the basic elements to generate feelings of suspicion about the government and subvert the government. And it ultimately becomes a cause of disintegration.

Character integrity is essentially related to a leader which helps in making right kind of decisions and governs in better way. It matters what the leader says and takes stand on it and how he behaves and what he reveals is shaping his integration with authenticity. Not only character but culture is something which is incorporated prototype of human beings concerning every facet of human existence. It also provides a paradigm within which leaders operate and in which leaders perform. It is also reality that different kinds of leaders and leadership may be ideal or cast off in varying situations where they countenance diverse kinds of conflicts and collaboration from populace and institutions etc.

Trials to National cohesion and integration

There are various factors which are responsible for the loopholes in creating the national cohesion/integration. First and foremost, the leader's inability to calculate the entire situation what one country faces internally and externally. There can be possibility for strengthening the internal unity of the state if leader uses all its sources with proper vision. Because it is said that wherever vision disappears societies may be parished. Leaders have to be the tool of creating harmony among different groups.

Further, the usage of a common tool in creating cohesion in any society may be using the tool of religion as an ideology. Unless ideological incarnation is not effectively portrayed by the leaders divisions would be visible. Diverse ideologies are considered as major challenge for national integration. It becomes difficult for a state to create one ideology as umbrella under which all diverse groups may live under.

Another factor is superiority and inferiority syndrome. When communities in a polity face such discrimination it creates impediments in the way of cohesion and solidity. despite of the differences in the society, there is a vivid capacity of the country that the leaders can create a common ideology either political, cultural and social based.

Possibility of beneficial frontward

- In order to establish the viable and reliable political institutional base in the country, there should be an un-interruptible growth of the political values followed by the leaders of the country. The political entities should

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exhibit the supreme legacy and inspiration for the citizens and should be able to gain the trust of the citizens that these institutions build the systems which are of their own benefits. These systems should promote the effective strategies and planning frameworks to promote the phenomena of national building throughout the country by addressing the current problems and their prerequisite solutions.

- The federal government should follow the constitution of the country with the ambition to gain the national cohesion by narrowing down the gap of the trust-deficit between the citizens on the basis of provincial or cultural differences and the governmental leaders. There should be a one unit centralized system in the country with no discrimination on the basis of provinces, language or culture.
- There should be assurance made by the governmental leaders of the country, that every citizen should not feel deprived of the basic rights especially the right to select their own leaders, their right to participate in the political activities and institutions without facing any hurdles or discrepancies, and their right to realize their national identity without being characterized as in the exclusion or least priority category.
- Social media today can play a vital role in resolving the conflicts occurring at the regional, provincial level. It can be used as a bridge or conduit in regaining the good image vibe of the leaders of the country, not only at the domestic level but also at the international platform as well. The governmental leaders should also consider the media-related tools as the most effective and convenient mode to deliver their message and feelings to the citizens of the country and hence, can play an effective strategy to create the national integrity among the nation by removing the differences and culture of factions from the society.
- The leaders of the country should not just focus on the economic and political developments, but a good leaders are the ones who work for the welfare of the citizens, who make sure that there is no inequality, no corruption, the minimum illiteracy rate among the citizens, the citizens should not have the feeling of frustration towards their own developmental or political institutions. The leaders of the country should make sure that there are homogenous economic-societal developments on all the levels and in all the provinces, rather discriminating them on certain particular basis
- There is a need for the leaders to seek the national agenda, and national consensus among all the leaders and country's other defensive institutions on all the problems and issues of the country. There should be one unifying front and base for all the leaders, keeping their self-interest and political issues aside, rather, they should be focusing on one agenda which is the welfare of the nation and citizens. They should work cohesively towards resolving the problems and by providing the combined framework of solutions to the citizens (Hussain, 2009).

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