



To Explore the Machiavellianism Tendencies among the Politicians and Non-Politicians of Himachal Pradesh

Sonia Jaswal¹ & R. L. Zinta²

¹ Research Scholar, Department of Psychology, H PU Shimla-5.

² Professor, Department of Psychology, HPU, Shimla-5

Email: rohitaushimla@gmail.com¹, zinta.roshan@gmail.com²

Abstract- The Politicians Across The World Play A Vital Role In Promoting Progress And Prosperity In General And La Dolce Vita Philosophy In Particular So As To In Instill Contentment Among The People. The Leaders Of Machiavellianism Tendencies In This Respect Succeed A Lot In Formulating, Implementing And Accomplishing Their Future Plans Of Actions And Policies By Cunningly Manipulating Their Plans Of Actions So As To Achieve Their Political Ends. The Machiavellianism Traits Amongst The Leaders Are Found Across The World And The Pahari State Of Himachal Pradesh, A Fruit Bowl Of India Also Have Such Successful Leaders Beside General Public Those Are Actively Playing Tremendous Role In Shaping The Destiny Of Their People In This Democratic Set Up. In The Present Study A Pioneer Attempt Has Been Made To Explore The Machiavellianism Tendencies Among 225 Subjects (75 Politicians In Power, 75 Politician Not In Power And 75 Non-Politicians) Of Himachal Pradesh. These Subjects Were Further Subdivided Into Three Groups On The Basis Of Their Education That Comprised Of 25 Subjects In Each Groups Based On Their Higher, Moderate And Lower Levels Of Education. These Subjects Were Assessed Quantitatively With The Help Of Mach- IV Scale. The Result Revealed That The Main Effect Of Category On The Measure Of Mach-IV Was Found $F(2,216) = 16.73, P < .01$ As Statistically Significant Wherein The Non- Politician Were Observed Much More In Machiavellian Trait (74.45) As Compared To The Politician In Power (68.27) And Politician Not In Power (70.91) Counterpart. But, The Main Effect Of Education Was Found $F(2,216) = .011, P > .05$ As Statistically Non-Significant Wherein No Remarkable Difference Was Found Between The High, Moderate And Low Educated People. The Results Therefore, Pin Points That The Non-Politicians In The Contemporary Scenarios Are Loaded With More Machiavellianism Tendencies, Thereof Are More Cunning And Vigilant As Compared To The Leaders. Suggestion Is That There Should Be Minimum Qualification Level Followed With National Level Political Test So As To Promote Effective Leadership. Further, The Politicians Belonging To Socially Disadvantaged Sections Including The Female Politicians Must Be Given Priority And Reservation In The Top Political Posts Such As Chief Minister, Prime Minister, Governor And President With In The Country.

Key Words: Political Leader, Machiavellian Tendencies, Vigilant

1. INTRODUCTION

The ancient era of leadership theory, from about 2300 B.C. to 1A.D. was characterized by the idea of leaders being great men who were sources of authority and justice. Leaders were expected to behave in a manner imagined by their society and culture as appropriate for a particular role such as a *King, Chief, Prince, or Prophet*. They were considered to be heroic and inspirational, endowed with special leadership power which enabled them to capture their follower's imagination (Bass, 1990). In the past history of our country (India) there remained a great political leaders who ruled the country effectively for protecting its National interest. It was not an easy task to accomplish the goal keeping in view the changes taken place in the world political scenarios. The leader like Mahatma Gandhi Pandit Jawaher Lal Nehru, Lal Bahadur Shastri, Indira Gandhi, Subhash Chandra Bose, Bal Gangadhar Tilak, Sardar Vallabhbhai Patel and Shaheed

Bhagat Singh played a pivotal and indispensable role in changing the political scenarios and perspective of world toward India. The far sightedness and pragmatic characteristics of such leaders can be assumed of the fact that they framed the constitution of India by including the best possible clauses of the world. Similarly, there remained very powerful leaders across the world name being Abraham Lincoln, Churchill, Adolf Hitler, Martin Luther, and Nelson Mandela etc. who played a catalytic role in promoting peace and harmony.

The prominent leaders effectively play a significant role in shaping the destiny of the people of their nation. Leader effectiveness is dependent upon the leadership problem-situation, team-dynamics, organization culture, and strategy. Leaders often directly apply their skill in solving social problem and social situations. Mumford (2000, p. 167), stated that, "leadership may sometimes be a rather indirect phenomenon where influence is exercised through cognition and performance as well as through



interpersonal interaction.” It can be stated that the urge for national freedom, unity and the sublimating influence of the non-violent struggle against the imperial power, resulted in throwing up a 'national' leadership, neither interested in sectional, regional or group interests nor in personal advancement. On the other hand, it could be demonstrated that there was a certain social pressure on the leadership to be 'national' in its outlook. No one could hope to be a 'national' leader and still strive for his sectional interests. The function of this 'national' leadership is to sublimate the parochial caste, communal and narrow regional loyalties into a broad stream of national loyalties for the freedom struggle.

The development of a system depends upon the personal character of the leaders. Leadership is an essential feature of all government and governance: weak leadership contributes to government failures, and strong leadership is indispensable if the government is to succeed. Wise leadership secures prosperity in the long run; foolhardy leadership may bring about a catastrophe. Its political and creative aspects fade away: it becomes no different from administration, focusing solely on pattern maintenance and repetition of the same. On the other hand, over-assertive leadership pays little attention to institutional constraints: it may bring about sudden, unexpected changes, and disrupt the moral flow of the political leadership and followership account for significant differences across and within individual nation state in responding to both newer global problems and traditional governance issues. There may be truth in this statement, but the situation of political personalities of Himachal Pradesh is different to a larger extent than that of other states, because it has developed the man of character, such as Y.S. Parmar, Lal Chand Prarthi, Sh. Daulat Ram Sankhyan, Sh. Gian Chand Totu, Smt. Vidya Stokes, Ram Lal Thakur, Sh. Virbhadr Singh, Sh. Shanta Kumar, Prof. Prem Kumar Dhumal, Pt. Sukh Ram and the present chief Minister Sh. Jai Ram Thakur.

The topic of leadership is one of the oldest areas of research in the social sciences. It is basically the execution of a particular kind of role within an organized group or society and this role is defined essentially in terms of power or the ability to influence other leadership involves not only the overt display of certain kind of action in the group but also certain covert pattern of interpersonal perceptions and certain expectations about the behavior of the leader. During 19th century, the idea of born leaders was widely accepted which assumed that man of genie emerged from time to time with in a society and that there men were destined to exert profound influences upon their society. The leadership is an essential feature of all government and governance. Weak leadership contributes to government failure and

strong leadership in indispensable. If the government is to succeed. Wise leadership secures prosperity in the long run: foolhardy leadership may bring about a catastrophe. The lack of leadership reutilize governance (George & Bennett, 2005; Shapiro, 2007). Its political and creative aspects fade away and become no different from administration, focusing solely on pattern maintenance on the other hand, over assertive leadership pays little attention of institutional constraints. It may bring about sudden, unexpected changes and disrupt the normal flow of the political process these detracting from it transparency and predictability. According to Bolden (2004) “leadership is a complex phenomenon that touches on many other important organizational social and personal processes. It depends on a process of influence, whereby people are inspired to work towards group goals, not through coercion, but through personal motivation. In nut shell “Leadership should be defined in terms of ability to build and maintain a group whose performance will be relative to its competition” (Hogan & Kaiser, 2005).

The word ‘Machiavellianism’ has been derived from the name of Niccolo Machiavelli (1469-1527), an Italian politician and Philosopher. He was strategic advisor to the Florentine Republic in the early 16th century and author of *Il Principe* (the Prince), a treatise on how to acquire and use power. He provided a detailed advice for 16th century leaders in his classic writing. He endorsed the employment of a moral manipulative and analytical behaviour in order to acquire and maintain power. Further, he advocated that a leader needs to maintain a charismatic public image “in such a way that greatness, boldness, gravity and strength will be observed.” Although he wrote for ruler in charge of principalities his ideas, often termed as *Machiavellianism*, have also had directed relevance for present day executives and managers in charge of corporations (Jay, 1969). It is from Machiavelli that we get the notorious phrase ‘the end justifies the means.’ A much more accurate translation from the original Italian is something more like ‘one must consider the end.’ What the first Machiavellian truly meant is beyond the scope of the past. Bearing this in mind, what we call ‘Machiavellian’ can be summed as follows: A leader must know how to be deceitful when it suits his purpose, but he must not appear that way. It is better to be feared than loved, the best way to avoid being overthrown is to avoid being hated. A prince must know how to do wrong and when to properly use this to his advantage, often in secret. Princes that use cunning are generally more successful than those that could be fully trusted. In Oxford dictionary definition of ‘Machiavellianism’ as the employment of cunning and duplicity in statecraft or in general conduct.

Locke (1997) argued that there are dozens of traits among them which remained timeless and universal.



It is also been noted that, even though certain traits increase the likelihood that a leader will be effective, they do not guarantee effectiveness. Trait theory ignores the roles of subordinates. The research in this tradition is inconsistent and non-replicable. The list of traits simply grows over time, leading to confusion, disputes and little insight into why leadership traits operate as they do. The trait approach identifies people in leadership roles after they have been seen to be successful. It is unclear, therefore, whether these traits make the leader or whether the leadership role shapes the traits. It may also be thought of as a fundamental attribution error that is, explaining the behavior (success or failure) almost exclusively in terms of the internal traits and motives of leaders, while ignoring or under playing organizational, social and economic factors that clearly play a large part.

The major premise of this third approach is that the abilities, qualities and skills required by a leader are determined to a large extent by the demands of the situation (context: historical, economic, political) in which he or she is to function as the leader. Just as the trait approach is completely internally focused, so the situational approach is externally focused. Naturally, the focus of this approach was the identification and description of situational characteristics and then specification of the appropriate match of leader abilities or behaviours. **Fiedler's (1967)** contingency model is a good example of this approach, attempted to identify optimal matches between leaders and situations. He measured traits by asking leaders about their least preferred co-worker (LPC) leaders described the person with whom they least wanted to work along several dimensions, such as pleasant/unpleasant, friendly/unfriendly, cold/warm, open/closed, un-trust worthy/trust worthy, kind/unkind and sincere/insincere, which reflects a leader's underlying disposition towards others. He found that leaders with high LPC scores are relationship-orientated who tend to evaluate their least preferred co-working in fairly favorable terms. In contrast, leaders with low LPC scores tend to evaluate fairly negatively the individuals with whom they would least like to work. They are task-orientated rather than relationship-orientated. Only when tasks are accomplished in effective and efficient manners are low LPC leaders likely to work on establishing good social and inter personal relationship.

Situational favorableness is the extent to which a leader has control and influence and therefore, feels that he or she can determine the outcomes of a group interaction. These factors supposedly determine how favorable a situation is to a leader. **Leader-Member relations** is the strongest determinant of situation favorability. This relationship reflects the leader's degree of acceptance by the group and the member's level of loyalty to the leader. Group member's support, an ability to work well together loyalty and dependability are some of the attributes that enhance

situational favorableness for a leader. **Task structure** is the second most important determinant of situation favorability. A high structure task provides a detailed, unambiguous goal: and this structure clarifies how to achieve this goal. Situational favorableness rises as the amount of task structure increases. **Position power** refers to a leader direct ability to influence subordinates. Position power may include legitimate, reward, co-service, expert, and resource and referent power. This situation is most favorable for a leader when the relationship between leader and group member is good, when the task is highly structured, and the leader's position power is strong. The least favorable situation for a leader exists when the relationship between the leader and group members is poor. The task is unstructured, and the leaders position power is weak the types of leader behavior needed to achieve high levels of group performance under favorable conditions are not the same as the types of behavior needed to achieve group performance under unfavorable conditions.

Although most 20th century descriptions of Machiavellian is describe method of management that is cunning, manipulative, mmoral, and comfortable with the use of brute force (Barker, 1994). Machiavellians aspire to positions of management and formal authority, tend to have a high motivation to lead (Mael, Waldman, & Mulqueen, 2001), and are willing to invest in their own social capital for the sake of achieving their goals. Managers who have a strong need for social power are willing and able to use a variety of leadership and influenc etactics ,attending carefully to the subtleidio syncratic psychological preferences of their targets(Bass, 1990; Yukl, 2002). In this way, Machiavellian leaders are very strategic in their thinking, able to navigate power dynamics in complex business and governmental organizations.

Dahling, Whitaker, and Levy (2009) conceptualized Machiavellianism as broadly consisting of four dimensions: distrust of others, desire for status, desire for Control, and amoral manipulation. The trait has been shown to have direct implications, for various organizational contents. For example, Machiavellian leaders have been shown to have an authoritative and inconsiderate leadership style (Drory & Glusinkos, 1980). Although they also score high on charisma and judged performance (Deluga, 2001), Machs are also more likely to indulge in opportunistic behaviors such as economic opportunism, group defection, non-reciprocity, and theft (Fehr, Samson & Paulhus, 1992; Sakalaki, Richardson, & Thepaut, 2007). Leaders described as Machiavellian are politically oriented, seek control over followers (McHoskey, 1999), use tactics of impression management, and avoid motives of organizational concern and pro-social values (Becker & O'Hair, 2007). While these leaders have a natural talent for influencing people (Goldberg, 1999). They can usually talk others into doing things for the



leader's personal benefits, clearly abusing power embedded in an organization's formal authority and power captured in the leader's dominant behavior. Machiavellian leaders use their power to control, influence and persuade their employees to completing tasks for the leader's personal benefit. These kinds of leaders are less willing to follow procedures or obey the ethical and moral standards (Judge et al, 2009).

Machiavellian leaders have a wider range of appropriate behaviours than to low Machiavellian leaders, but their drawback is that they are less concerned with the feeling of group members, and invest less effort in group maintenance than low Machiavellian leaders. This could raise the question whether they are capable to keep their followers and continuously fulfil their needs. Jo Silvester (2014) said politicians who rated themselves higher on Machiavellianism were judged to perform more poorly by colleagues and officers, and were also more likely to engage in politicking. According to Silvester (2014) Machiavellianism is positively associated with resilience, politicians who rated themselves highly on attributes such as conscientiousness and emotional stability were perceived as more resilient, better at representing others and were also judged higher on their ability to deal with complex information by their political colleagues and officers. Machiavellians are also low on the Personality trait agreeableness. A low score can imply cynical, rude, suspicious and manipulative behaviour (Gelissen & de Graaf, 2006), which are congruent to the behaviors of a Machiavellian. Another link that has been studied by several studies is between Machiavellianism and job satisfaction. The level of Machiavellianism of a leader correlates positively with the level of job strain, but negatively with job satisfaction. In other words, a high Machiavellian leader is also likely to report high job strain, and feel less satisfied about their job. Reversed, a leader with low level of Machiavellianism will also report low job constraints and is more satisfied with their job.

The study of Dahling, Whitaker, and Levy (2009) found that high Machiavellian employees are prone to feel negative job attitudes, such as job dissatisfaction and high work-related emotional distress. High Mach's are continuously trying to gain greater rewards and control over others, and therefore are never completely satisfied with their job. These perceptions are measured on the level of employees, but in this study it is assumed that leaders would perceive this also this way. Thus, high Mach's are less satisfied with their jobs than low Mach's and moreover, their behaviour could affect the work environment and the behaviour of others. Similarly Machiavellianism may be associated with political performance.

The Machiavellianism tendencies are found across the world in the leaders in general and the people in particular. It is prevalent in both developed and developing countries, rural and urban areas. Be the leaders are high, moderate and low in the level of education such Machiavellianism tendencies are found in all the leaders wherein the persons very cunningly with great fervour strive a lot in getting the work done so as to succeed in their life. The Pahari state like Himachal Pradesh which is also known as fruit bowl of India have amalgamation of mixed leadership. There are also lots of Machiavellianism tendencies leaders those are gaining success in every sphere. In the present study a pioneer attempt has been made to explore the level of Machiavellianism tendencies among the politician in power (who are enjoying their power); politician not in power (who presently are not in power but enjoyed a power earlier) and the non-politician (general public) who also have Machiavellianism tendencies. Therefore the study has been conducted in the Himachal Pradesh in order to explore the Machiavellianism tendencies among the Politicians in Power, Not in Power and the Non-Politicians. The methodology is as follows:-

2. METHODOLOGY

Study area: The study has been conducted in entire twelve districts of Himachal Pradesh. The people from the Politician in power, Politician not in power and non-politicians were selected from the concerned constituencies, Tehsils, Blocks and Panchayat level of each district in Himachal Pradesh.

Sample: The present study has been conducted on a sample of N= 225 subjects (75 Politicians in power, 75 Politicians Not in Power and 75 Non Politicians (general people). These subjects were further subdivided into three more categories based on their education that comprised of 25 in highly educated category; 25 in Moderate educated category and 25 in low educated category. The age of the sample was 40 years to 80 years. In this manner, there were nine groups with N = 25 subjects in each group that comprises of a foresaid sample of N = 225. Appropriate classifications of the subjects are as follows:-

3.1 Measure

In the present study Mach- IV, a 20-item self-report questionnaire, developed by Christie and Geis (1970) has been used to explore Machiavellianism tendencies. It is a 7-point scale (1 = strongly disagree, 7 = strongly agree) and examples include 'never tell anyone the real reason you did something unless it is useful to do so' and 'it is wise to flatter important people'. The score ranges from minimum of 20 to the maximum of 140. Higher the score more will be Mach



beliefs. The scale is reliable and valid. The reliability ranges from $r = .68$ to $.79$ respectively.

3.2 Procedure

The objective of the present study was to explore the Machiavellianism tendencies among the Politicians in Power, Politician Not in Power and the Non – Politicians of Himachal Pradesh. For approaching the subjects initially, a pilot study was conducted in order to trace various categories of the leaders from different constituencies. Later, the Politician in Power, Politician Not in Power and Non-Politician were selected. More appropriately, the study has been conducted on a sample of $N=225$ People. In the first category, those 75 Politicians have been selected who were in Power. In the second category another 75 Politicians had been selected who were Not in Power but remained in position once in their life. Finally another 75 subjects who were non Politicians (general people) will be selected in the Control Group. These three groups will further be sub-divided into three more categories based on education. In the first group such politician in powers, not in powers and non-politicians were selected whose education qualification were lower i.e. below secondary standards. Similarly in second group education level was up to graduation level. Finally in third group the level of education was up to postgraduate or above. In this manner, there were nine groups with $N = 25$ subjects in each group that comprises of a foresaid sample of $N = 225$. These subjects were assessed with the help of Mach-IV in order to know their Machiavellianism tendencies. The results has been tabulated and analyzed by applying 3×3 ANOVA. The description is as follows:-

3.3 Results

The objectives of the study was to explore the Machiavellianism tendencies among the politician (in power and not in power) as well as the Non-politicians (general people) of Himachal Pradesh, a hilly state of India, which is popularly known as the fruit bowl of India. Machiavellianism-IV scale was given to such tendencies and the results were tabulated and analyzed by applying 3×3 ANOVA. The result is as follows:

Table 1.1

A 3x3 ANOVA performed on the measure of MACH-IV among the Politicians in Power, Politicians not in Power and the non-Politicians of Himachal Pradesh

Source	ss	df	ms	F	p
Total	1175986.00	225			
C	2335.040	2	1167.520	16.738	<.01
E	1.520	2	.760	.011	>.05
C x E	807.280	4	201.820	2.893	<.05
Error	15066.160	216	69.751		

Notations: C = Category; E = Education

From the table 1.1 it was quiet clear that the main effect of category was found $F(2,216) = 16.73$, $p < .01$ as statistically significant, beside it the average score of politician in power was found to be 68.27, Politician not in power was 70.91 whereas the average score of non-politician was as 74.45. Which showed that non politician are more in Machiavellian in their behavior as they score very much high from their counterparts.

Thereafter, the main effect of education was found $F(2,216) = .011$, $p > .05$ as statistically non-significant. Whereas the average score of senior secondary passed people was 73.33, graduated was 68.47 and post graduated passed was 71.83, from these scores it was clear that senior secondary educated people was more Machiavellian in their nature from their counterpart. Yet the difference between the average score was not statistically significant.

Thereafter, the two way interaction between $C \times E$ was found $F(4,216) = 2.893$, $p < .05$ as statistically significant. More appropriate analysis have been shown in the Table 1.2 as follows:-

Table 1.2 Average Score of PP, PNP and NP Differing in Educational Qualification on the Measure of MACH-IV

Group	Education qualification			Average
	SS	G	PG	
PP	68.52	66.12	70.16	68.27
PNP	73.44	70.72	68.56	70.91
NP	78.04	68.56	76.76	74.45
Average	73.33	68.47	71.83	

Notation: PP=Politicians in Power, PNP=Politicians Not in Power, NP = Non-Politicians (General public) The table reveals the average score of politician of different group i.e. politician in power (PP) was found 68.27, politician not in power (PNP) was 70.91 and non-politician (NP) was 74.45 which indicates that the group of Non politician was higher in machiavellianism tendencies as compared to their counterparts.

Further the table also showed the average score of the people's education levels were different i.e. the score of Sen. Sec. (low educated) people was 73.33, graduate (moderate educated) people was 68.47 and Post graduate (high educated) people was 71.83 from these scores it was quite clear that the low educated people was very much higher in machiavellianism dimension of personality.

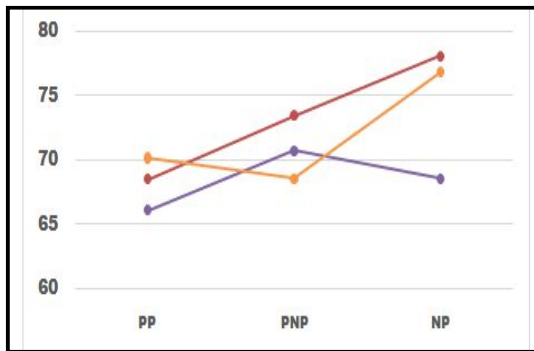


Fig. 1.1: Average score of high, moderate and low educated Politicians in Powers, Politicians Not in Power and Non Politicians on the measure of Machiavellianism tendencies

Thereafter, the table reveals the score of PP-SS was 68.52, PP-G was 66.12 and PP-PG was 70.16 which showed that PP-PG was more in Machiavellianism than their counterpart. The score of PNP-SS was 73.44, PNP-G was 70.72 showed that PNP-SS was more in Machiavellianism whereas PNP-PG was less in Machiavellianism dimension of personality. The score of NP-SS was 78.04, NP-G was 68.56 and NP-PG was 76.76, it was found that NP-SS and NP-PG were much higher in Machiavellianism than the NP-G.

Thereafter that table reveals the score of PP-SS was 68.52. PNP-SS was 73.44 and 78.04 of NP-SS which depicts that NP-SS was much higher in Machiavellianism as compared to their counterparts. Whereas PP-G was 66.12, PNP-G was 70.72 showed that PNP-G was higher in Machiavellianism and Non politician graduate was less in Machiavellianism as compared to PNP-G but they were higher in Machiavellianism as compared to PP-G. Afterword, the score of PP-PG was 70.16 PNP-PG was 68.56 and NP-PG was 76.76 from the scores, it was cleared that the NP-PG was much higher in Machiavellianism dimension of personality.

Further, the table also depict that the score of PP-SS 68.52 was less as compared to PNP-G 70.72 as the score of PNP-G was less as compared to NP-PG 76.76 but it was cleared that the NP-PG was very much higher in Machiavellianism as compared to PP-SS and PNP-G. There after the score of PNP-SS was higher than PP-G and PP-PG showed that PNP-SS was high in Machiavellianism than their counterparts whereas, PNP-SS also high in Machiavellianism as compare to NP-G but the score of NP-PG was much higher in score than PNP-SS, it was cleared that NP-PG was very much high in Machiavellianism tendency. Thereafter the score of NP-SS was 78.04, PNP-G was 70.72 and PP-PG was 70.16, it was found that NP-SS was very much high in Machiavellianism as compared to their counterparts. While the scores of PNP-G and PP-PG were slightly similar.

In nutshell, the result revealed that the main effect of category on the measure of Mach-IV was found $F(2,216) = 16.73$, $p < .01$ as statistically significant wherein the non-politician were observed much more in Machiavellian tendencies as compared to their Politician in power and Politician Not in power counterpart. But, the main effect of education was found $F(2,216) = .011$, $p > .05$ as statistically non-significant wherein no remarkable difference was found between the high, moderate and low educated people. The results therefore, pinpoints that the non-politicians in the contemporary scenarios are loaded with more Machiavellianism tendencies, thereof are more cunning and vigilant as compared to the leaders. Now a days the general public seems to be more Machiavellian than to the political leader because they made pressure on the leaders through their protest during the election period. As they knew that during these days the politician can fulfill their demands because of pressure for their vote politics. The suggestions for the politician are that they should avoid false commitment during their election campaign. Because public use to blackmail the leaders in election year to fulfill their commitment during election campaign. Politician keeps encouraging the unlawful works of public by bringing different sort of regularization and retention policies. There are lot of examples in Himachal Pradesh such as construction without permission of unplanned development of town. Politician should be streaked towards their policies. The other example is the recruitment of teacher under PTA (para teacher's policy) and SMC (school management policy) policies.

The Politician should oppose or not to allow these sort of appointment because these seems to be the reason of collapsing the educational system in government sector. Beside this the politicians should improve himself by exposure tours and orientation training. The level of training should be up to IAS level that can help them to understand the administrated structure and making the policies. As the study told the graduate educated politician are more Machiavellianism in their behavior as compared to their counterpart. Because they feel more comfortable with the public and the officers.

Thus, suggestions, which the government in general and the policy makers in particular should strictly follow are that there should be a minimum qualification level and entrance test to the politicians as they even rule the HAS and IAS officers. It definitely will improve their reasoning abilities and political performance. Therefore, the inclusion of National Level Political Test should be mandatory in near future. Further, the politician belonging to socially disadvantaged sections of society and the female politician be given priority and reservation in the top political posts such as Chief Minister, Prime Minister, Governor and President within the country.



REFERENCES

- [1]. Bolden, R (2004). What is leadership? United Kingdom: leadership south west.
- [2]. Dahling J.J., Whitaker, B.G. & Levy, P.E. (2009). The development and validation of a New Machiavellianism Scale. *Journal of Management*, 35, 219-257.
- [3]. Bass, B. M., & Stogdill, R. M. (1990). *Bass & Stogdill's handbook of leadership: Theory, research, and managerial applications* (3rd ed.). New York: Free Press.
- [4]. Deluga, R.J. (2001). American presidential Machiavellianism: Implications for charismatic leadership and rated performance. *The Leadership Quarterly*, 12 (3), 339-363.
- [5]. Drory, A. & Gluskinos, U.M. (1980). Machiavellianism and leadership. *Journal of Applied Psychology*, 65, (1), 81-86.
- [6]. Fehr, B., Samson, D., & Paulhus, D. L. 1992. The construct of Machiavellianism: Twenty years later. In C. Spielberger and J. Butcher (Eds.). *Advances in personality assessment* (pp. 77-116). Hillsdale, NJ: Lawrence Erlbaum.
- [7]. Fiedler, F. (1967). *A theory of leadership effectiveness*. New York: McGraw-hill.
- [8]. Gelissen, J. & Graaf, P.M. de. (2006). Personality, social background, and occupational career. *Social Science Research*, 35, 702-726.
- [9]. George, Alexeander L. & Andrew Bennett (2005), *Case Studies and Theory development in the Social Science* (Cambridge MA: MIT Press).
- [10]. Hogan, R., & Kaiser, R.B. (2005). What we know about leadership. *Review of General Psychology*, 9, 169-180.
- [11]. Jay, A. (1969). *Management and Machiavelli: An inquiry into the politics of corporate life*. New York: Bantam.
- [12]. Judge, T.A., Piccolo, R.F. & Kosalka, T. (2009). The bright and dark sides of leader traits: A review and theoretical extension of the leader trait paradigm. *The Leadership Quarterly*, 20, 855-875.
- [13]. Locke, E. (1997). Primemover: The traits of great business leaders. In C. Cooper & S. Jackson (Eds.), *Creating tomorrow's organization* (pp. 75-96). Chichester, UK: Wiley.
- [14]. McHoskey, J. W. (1999). Machiavellianism, intrinsic versus extrinsic goals, and social interest: A self-determination theory analysis. *Motivation & Emotion*, 23, 267-283.
- [15]. Becker, J. H. A., & O'Hair, H. D. (2007). Machiavellians' motives in organizational citizenship behavior. *Journal of Applied Communication Research*, 246-267.