

Study of and leadership styles of Physical Education Department of Education office in Babol city and its relationship with organizational effectiveness

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Abstract

The object of study is Study of leading style (and its dimensions including social support style and democratic) and its relationship with organizational effectiveness (and its dimensions including job satisfaction and innovation) of Physical Education Department of Education office in Babol city. Statistical society includes all PE teachers in Physical Education Department of Education office in Babol city and about 195 persons. Sample volume has been determined by Cochran's formula about 131 persons. Study method is of descriptive- correlation one. Research type is by applicable and method of gathering data is field one. We have used of questionnaire instrument to gather information. Above questionnaire narration has been approved by some professors in management and sport management field. Questionnaire stability after gathering 20 questionnaires of above society for leading style is ($\alpha=0.82$) and organizational impression ($\alpha=0.85$). Data analysis has been done in the two levels of descriptive and inferential and by the aid of SPSS₂₂ software. Also, we have used of inferential test Pearson test, regression. The result of study shows, there is positive and meaningful relation among leading style and organizational impression ($p<0.05$). According to the result, employee management indicator and organizational impression is good predictor of leading style.

Key words: Leadership Style, Organizational effectiveness, Physical Education

Introduction

The age of management is a long human race. People to achieve their goals and desires, and then the first families came together in other social units and spend their time on harmony and manage. At the glance to the extensive world understand that efficiency and productivity are high-eminent and more valuable purpose for manages nowadays (Yaghobi et al., 2012).

Today, knowledge and art of management are mentioned as the most delicate, difficult and fruitful works of human and are noticed as effective agnates for social, economic growth and development in present societies (Forghani Ozrudi et al., 2013).

In present century, the importance and effectiveness of this human knowledge is in extent that some theorists know the 20th century as age of management and today's world as world of knowledgeable managers and science of management part of one of the most important and complicated fields of human science, because with the help of able managers aware to principles of theories and styles of management and leadership, the administrative, industrial and business, educational organizations faces can be changed (Rezaian, 2008).

Educational organizations are the most important social institution emerged from within the community, and at the same time it is the organizer, and its impact on development of the society is quite tangible (Mirnaderi and Naraghi, 2005).

Considering the important role of education and training as an important pole of growth and development of sports in the country, and in order to the use expert workforce effectively in this field, it seems that use of new scientific findings in management science in the educational centers can persuade personnel such as teachers to try more and more and Improve the quality of work, in addition to Increasing the efficiency and effectiveness (Ehsani and Haj Hashemi, 2005).

Managers' leading style is one of influential factors in increasing impression, affectivity and at last organizational productivity. In the last three decades, there are so many discussions and researches about designing leading patterns. In almost cases, productivity, affectivity and impression has been used interchangeably and mistakenly. Efficiency indicates real ratio to the achieved on standard yields and determined or in fact the amount of work has been done to the amount of work would be done. Impression indicates degree and the amount of achieving determined targets, in the other word, impression shows how amount of try is for the results. We see efficiency does have quantity aspect but impression does have quality one. (Moghimi, 2003).

An organization requires managers and influential employees to achieve targets in growth route and development. Managers by leading style could achieve employee's satisfaction and increase productivity on the head of organization. Leading style is collection of attitude, characteristics and managers skills in which has been formed on four factors of values system, confidence to employee, leadership tendency and security sensation and managers skills (Mosaddegh-Rad and Malekpour, 2003). Managers' leading style indicates how interactive they are to subordinates (Peterson, 2000). Therefore, in order to be success in organization requires leadership (Sayed Kalan, 2008).

Whereas physical education offices are the basic institute of sport and are active in general and athletic sports, they require manager and leader in all social activities .sport and youth office responsible are the basic administrator and does have determined role in achieving physical education targets. This study has been done the object of study is Study of leading style (and its dimensions including social support style and democratic) and its relationship with organizational effectiveness (and its dimensions including job satisfaction and innovation) of Physical Education Department of Education office in Babol city.

Materials and Methods

Statistical society includes all PE teachers in Physical Education Department of Education office in Babol city and about 195 persons. Sample volume has been determined by Cochran's formula about 131 persons. Study method is of descriptive- correlation one. Research type is by applicable and method of gathering data is field one. We have used of questionnaire instrument to gather information. Above questionnaire narration has been approved by some professors in management and sport management field. Questionnaire stability after gathering 20 questionnaires of above society for leading style is ($\alpha=0.82$) and organizational impression ($\alpha=0.85$). Data analysis has been done in the two levels of descriptive and inferential and by the aid of SPSS22 software. Also, we have used of descriptive methods (mean, standard deviation, frequency, frequency percentage) and inferential static test Pearson test & regression.

Results

Table 1: relation among democratic leading style and organizational effectiveness

		democratic leading	organizational effectiveness	Innovation	job satisfaction
democratic leading	R	1	**0.730	**0.747	*0.721
	p		0.000	0.001	0.002
organizational effectiveness	R	**0.730	1	**0.892	**0.896
	p	0.000		0.001	0.012
Innovation	R	**0.747	**0.892	1	**0.876
	p	0.001	0.001		0.000
job satisfaction	R	*0.721	**0.896	**0.876	1
	p	0.002	0.012	0.000	

** Meaningful in 0.01 level * Meaningful in 0.05 level

Result shows meaningful and positive relation among democratic leading style and organizational effectiveness. Based on meaningful level has been achieved for 4 variables is less than 0.05 and 0.01. Correlation coefficient among democratic style and organizational effectiveness equal to 0.730 shows strong relation among these two variables. According to correlation coefficient, democratic style does have the most relation to innovation. Therefore, research hypothesis has been approved.

Table 2: relation among social support style and organizational effectiveness

		social support style	organizational effectiveness	Innovation	job satisfaction
social support style	R	1	*0.792	*0.435	*0.521
	P		0.000	0.003	0.002
organizational effectiveness	R	*0.792	1	**0.892	**0.896
	P	0.000		0.001	0.012
Innovation	R	*0.435	**0.892	1	**0.876
	P	0.003	0.001		0.000
job satisfaction	R	*0.521	**0.896	**0.876	1
	P	0.002	0.012	0.000	

** Meaningful in 0.01 level * Meaningful in 0.01 level

Also result shows correlation test shows there is meaningful relation among social support style and organizational effectiveness of managers and its dimensions. Correlation coefficient among absolute freedom style and organizational effectiveness is equal to 0.792 and shows strong and negative relation among these two variables and research hypothesis has been approved.

Discussion and conclusion

Nowadays, the importance of manager’s influence on organizations is observed, because communication and cooperation among peoples require influential leadership style. The importance of leadership style is due to managers understanding and recognizing how to create influential cooperation in organizations (Taylor, 2009). Affectivity in an organization is as human characteristic. When, administrating physical education and youth office is responsible to policy making, programming, leading and auditing country sport, then it have has huge responsibility in improving achievement and creation, distribution and developing effects in country’s sport. Because improving leading style does have principal role in improving the influence in sport and youth organizations, then according to affectivity of organization indicators, we could prepare required ground for improving entrepreneurship. Research other findings shows there is direct and meaningful relation among leading styles and sport managers’ influence. However, this relation is not sensible in second selection style to impression. In fact, these findings are the same as theoretical leading study of Hersey & Blanchard on the basis of not having the best leading style in organizational situation (Van Vliet, 2012),and also by Zoovin (2001) and Marteen (2001).

Conflict of interest

The authors declare no conflict of interest

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