

عنوان مقاله:

High performance review of Sama University(IAU)staff in Tehran based on leadership style

محل انتشار:

دومین کنفرانس بین المللی تحقیقات پیشرفته در مدیریت و علوم انسانی (سال: 1401)

تعداد صفحات اصل مقاله: 12

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خلاصه مقاله:

The purpose of this study was to investigate the relationship between leadership styles and organizational excellence in Sama colleges in Tehran, which was selected by census with a statistical sample of 117 people consisting of middle and senior managers of Sama organization. According to the purpose and type of research, the research tools were the Leadership Multi-Factor Questionnaire and the EFQM Model Organizational Excellence Questionnaire. The reliability of the leadership style questionnaire in this study was 0.66 for the heads of Sama organization and 0.87 for the organizational excellence questionnaire. To describe and statistically deduce the data in line with the main research hypothesis, there is a relationship between leadership styles and organizational excellence in Sama colleges in Tehran, from the correlation test and also for all sub-hypotheses that include the relationship between the two models (excellence and style). Spearman correlation test was used. Also, simple linear regression method has been used to determine the share of the effect of each independent variable on the dependent variable. The results of hypothesis testing have shown that there is a significant relationship between leadership styles and organizational excellence in Sama colleges in Tehran. Regarding the leadership style profile of the heads of Sama colleges in Tehran, based on the research findings, leadership style without leadership (M = 75.8%) had a higher average compared to Transactional leadership (M = 74%) and Transactional leadership style had a higher average It was transformational towards leadership (M = 63%). Therefore, the dominant style in Sama colleges in Tehran was the leadership style without leadership

کلمات کلیدی:

leadership style, organizational excellence, transformational, Transactional, without leadership

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