

## عنوان مقاله:

Analyzing Influencing Factors on Improving of Leadership Effectiveness of Managers in Nursing Colleges at Islamic Azad University

## محل انتشار:

مجله تحقیقات توسعه پرستاری و مامایی، دوره 11، شماره 2 (سال: 1393)

تعداد صفحات اصل مقاله: 10

## نویسندگان:

Mahtab Salimi

Hamid Reza Arasteh

Ali Reza Kia Manesh

Parivash Jafari

## خلاصه مقاله:

Background and Objective: Successful transformation needs successful equipment and university should maintain its authority, credit, competency and necessity of its entity by planning organizational culture is an independent variable in organizational studies and Planning Process. The organizational culture in nursing colleges on job satisfaction of faculty members and effectiveness leadership can be effective factor to give more ability to nursing students. In the base of this fact, This study paid attention to assessment of organizational culture components and job satisfaction of faculty members and leadership effectiveness in nursing colleges. Material and Methods: This description study is accomplished on ۲۳۰ members of full time nursing faculty in Islamic Azad University, with the use of group sampling method. Cameron and Quinn (۲۰۰۶) organizational culture assessment questionnaire is used for culture assessment and specter Jss criteria (۱۹۹۷) of job satisfaction are used for job satisfaction assessment and realized leadership questionnaire is used for leadership effectiveness assessment. In processing of discovering factor, with the use of main parameters study method, the factor structure of questionnaire was reviewed. Results: The results of discovering and confirming process show that reviewed parameters in organizational culture questionnaire, job satisfaction, and leadership effectiveness have a high explanatory power and with consider of emphatic agent process and resulted Barazandegy Criteria, This questionnaire have a high potential to assess organizational culture, and job Satisfaction of faculty members and leadership effectiveness. Conclusion: We can use the results of this research in order to plan the effective leadership development of nursing collage management.

## کلمات کلیدی:

,Organizational Culture, Job Satisfaction, Leadership Effectiveness, Planning, Nursing

فرهنگ سازمانی، رضایت شغلی، اثر بخشی رهبری، برنامه ریزی، پرستاری

## لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/1849251>

