

عنوان مقاله:

Understanding Managerial Effectiveness: Application of Repertory Grid Method

محل انتشار:

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خلاصه مقاله:

Although, relatively substantial literature exists on management, how it works, and its functions, the research findings on what effective managers do and the features that are entitled, is limited. Moreover, managerial effectiveness is an organizational construct which is interpreted by individuals in different ways. In this study, subjective personal constructs were elicited from managers regarding managerial effectiveness to provide a managerial effectiveness framework. In this regard, 30 middle managers from the top five comprehensive universities of Iran in the cities of Tehran, Mashhad, and Shiraz were selected as a sample of research. Data were gathered using structured interviews based on repertory grid technique in three main steps. Finally, the output of the interviews created 30 single personal repertory grids and 405 personal constructs on managerial effectiveness. Content analysis of these personal constructs created a large aggregated grid comprising 10 elements and 33 secondary constructs that illustrated a managerial effectiveness framework and showed managerial effectiveness indicators. These elicited constructs will assist management development experts in designing management training programs, selecting and employing .managers in managerial positions, and evaluating managers' performance

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