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Education management style on the performance of teachers in Arak city

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ABSTRACT

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One of the most elegant and the most effective management , management training , because this type of management, the learning process of learning, increase productivity, educational organizations, and goals of each of the courses has a lot of impact . Than the most important management practices that enhance creativity, innovation and productivity, human capital and education, we emphasized on the techniques of management style. The study , based on the method of analysis-statistical, and utilization of available resources, the management style of managers, motivating teachers to primary and secondary schools in the city of Arak has paid. In other words, The aim of this study is Education Management Style on the Performance of Teachers in Arak City. The results indicate that management, school administrators, in terms of motivation, authoritarian-Charity style and very amenable to consultative style, and the interaction parameters-influence, authoritarian - charitably style inclined consultative style, and the index the decision, authoritarian- benevolent style, and in terms of administrative and training purposes, authoritarian-Charity style and consultative style is somewhat bowed. However , a direct relationship between management style and job satisfaction of teachers in Arak city schools there. The significant level of zero , which is smaller than 0.01, indicates that the correlation between two variables, management style and job satisfaction is significant. Thus, 99 percent, say between two variables, management style and job satisfaction , there is a correlation.

1. Introduction

Human resource managers and researchers on their belief that the human resource function plays an important role in organizational performance, have persisted. In fact, most organizations' annual reports on the most important assets are its employees, stipulating that. Despite these beliefs, and widespread beliefs, opinions, repeated so many organizational decisions, the relatively low priority, both in the field of human resource, human resource management, narrates. For example, when organizations need to reduce costs, primarily related to personnel matters, such as the train, and so reduce wages. If managers openly of their commitment towards human resources, support, and human resource functions, the fundamental responsibility of management, the organization is a valuable resource, in this case, because many organizational decisions, the opinion was expressed about employees, or respect for the human resources function, does not show? Considering the fact that a small number of human resource management, economic terms can explain how employees can sustainable competitive advantage, build, and human resources functions, it plays a role in this process, many HR managers in directing human resources activities, the development of those features, which can be a source of sustainable competitive advantage, are unsuccessful. Today, the education, the need for social change, one large and complicated social organizations in each country, and the development of social, cultural and economic, are inextricably bound, and gradually from a simple initial state, a complex mode accordingly. Effectiveness of education, on the one hand by talented people to become healthy humans, mature, balanced and mature, and the other, which supply the manpower needs of the different sectors of cultural, social and economic. In view of such importance that, in the current era, all states, large and small, powerful and powerless, and industrial development, addressing the education of his people, as one of the basic tasks, and for all Global and even as forced out its heavy commitment in its fundamental laws, Mygnjann large percentage of GDP and the current budget and development projects, this important account. Manpower is the most important element of an organization, and the success or failure of an organization closely associated with the performance of its employees. In recent years, organizations have tried, through the motivation of the workforce, they are useful and constructive participation in the projects that the organization is expanding force (Asgarian, 1998). Satisfying psychological needs, such as reliability, sense of belonging, responsibility and participation, satisfaction of cognitive needs, such as challenges, creativity, variety of tasks, ... Finally, the material, the motivating factor or driving force, be considered a profession (Hagman, 1992). According to Herzberg, if people are unhappy with their jobs, they mean work environment that includes job security, personal life, working conditions, salary, agency rules, and the nature and extent of supervision and management, interactions with colleagues and supervisors is. If you do not meet the above factors, people will feel disappointed (Mirkamali, 1992). One of the most elegant and the most effective management, management training, because this type of management, the learning process of learning, increase productivity, educational organizations, and goals of each of the courses is influenced by many factors success of management education, training managers, competent, and experienced the world because with the help of a competent and qualified managers of public, professional and human skills, conceptual and technical organizations, educational change, and the potential for creativity and innovation, and is also provided with the necessary changes, well coordinated and all-round development of children, adolescents and young adults, and efficient use of human and material resources, educational unit may be.

One of the most important parts of the research, part of the history and literature is one of the essential tasks in each study resources research topic because it is the source of power, was explored in the literature (dampi year, 2006). Crow (2005), in a study entitled "Collaborative management: reference model" to evaluate the performance of collaborative management, reference in academic libraries in the United States of America to pay. Results showed leadership Crow model, which is based on leadership, the job satisfaction of librarians, and the level of service provided to users in the university library, will expand. Ramanaydo (2011), the research found that a culture of efficient management style, the positive, transformative manager, and employee performance are linked, as well as director of the transformative, the relationship between leadership style and employees' performance, the role of mediation. Shoghi and Rezaei (2012), the research showed a significant correlation

between the creativity of the staff, management, transformative, and its dimensions (idealized influence, inspirational motivation, intellectual motivation and individual consideration), there. Arabioon and et al (2012) , the research found that a significant correlation between the management style , the creativity of the staff there.

2. Materials and methods

The method developed in this paper -based applied research - development , and descriptive - analytic study. Information gathered through–Documents and field studies, and a questionnaire that is based on management styles and leadership Likert, have been developed and implemented, which is actually the eight organizational indicators Likert examined, and According to the management style of Arak city elementary and secondary schools, according to a Likert -style five were identified.

3. Results and discussion

For a better understanding of this part of the study, we first describe the demographic characteristics of the elementary schools and city of Arak managers, are paid.

Table 1
Descriptive information managers by age, qualification and employment history.

Age	Percent	Number
30 years or less	26.9	40
40-31 years	36	57
Over 40 years	26.3	40
No reply	10.9	13
Total	100	150
Evidence	Percent	Number
Resource	7.4	7
Bachelor	58.9	97
Masters	17.1	24
PhD	14.9	20
No reply	1.7	2
History	Percent	Number
10 years or less	15.4	20
11 to 20 years	49.7	81
Over 20 years	30.3	47
No reply	4.6	2
Total	100	150

Based on the results given in the above table can be seen , the number of teachers teaching in schools in the age range 31 to 40 years, with 36 percent, the highest rates are. The qualifications of teachers, too often a bachelor's degree , with 97 people, with approximately 59 percent are. In terms of work experience also often have a history of 11 to 20 years, with 50 percent .Now, after reviewing the research questions we examined demographic characteristics.

Managerial style dominates the arak city schools , in terms of management, which management styles likert correspond?

To measure management style Arak city schools, from management index, According to Likert, to review the four features (the four questions of the questionnaire) will be discussed.

Table 2

The management style of management indicators.

No.	Question content	Style 1	Style 2	Style 3	Style 4	Style	Average
		Number (Percent)	Number (Percent)	Number (Percent)	Number (Percent)		
1	Trust director the teacher	9 9.1	35 24.6	81 27.4	25 18.9	3	.76 2
2	Teachers trust the manager	10 10.3	54 34.9	66 38.9	21 16	3	.61 2
3	Supportive behavior manager to teachers	26 19.4	60 38.9	45 26.9	19 14.9	3	.37 2
4	Ability to talk freely with the manager	36 25.1	35 24.6	54 32	24 18.3	3	.43 2

As can be seen in the table above, according to the results of the four features mentioned above, the general Arak city school teachers, management style of their managers with an average of 2.54 , Amenable to three Likert-style, and very have evaluated two Likert-oriented style, the managing director of index management, consultative style, and very amenable to authoritarian - Charity style is.

Management style arak girl city school of managers, in terms of motivation, with which of the four management styles likert correspond?

To measure management style Arak city schools , in terms of motivation , According to Likert, to review the eight features (an eight- question questionnaire), are discussed. As shown in Table 3 are given the results of the eight features that are mentioned , it is generally school teachers Arak , in terms of motivation, his managers with an average of 2.48 , in accordance with the style of the two Likert , and Amenable to three Likert -style so inclined , have evaluated , the managing directors of the school , in terms of motivation, authoritarian - benevolent style , and very amenable to a consultative style .

As shown in the table above , in examining the relationship between job satisfaction and management style, the Pearson correlation coefficient equal to the number of .702 Correlation coefficient amounted to .702, indicating a positive correlation between the two variables in this study , in other words , a direct relationship between management style and job satisfaction of teachers in Arak city schools there. The significant level of zero , which is smaller than .01, indicates that the correlation between two variables, management style and job satisfaction is significant. Thus, 99 percent , say between two variables, management style and job satisfaction , there is a correlation.

The above table should be said that, the general Arak city school teachers , management style of their managers with an average of 2.54 , Amenable to three Likert-style , and very have evaluated two Likert -oriented style, the managing director of index management, consultative style, and very amenable to authoritarian - Charity style is school teachers Arak , in terms of motivation, his managers with an average of 2.48 , in accordance with the style of the two Likert , and Amenable to three Likert -style so inclined, have evaluated, the managing directors of the school , in terms of motivation, authoritarian - benevolent style , and very amenable to a consultative style.

overall teacher Arak city schools , in terms of engagement - influence their managers with an average of 2.40, in accordance with the two Likert style and oriented to three styles , the managing director of the interaction parameters-influence, authoritarian-charitably style inclined consultative style is. teachers in Arak city schools, in terms of decision-making, their managers with an average of 1.96 accordance with Likert -style assessments have indicated that the decision of the managing directors , authoritarian style - is Charity .

teacher Arak city schools , in terms of administrative and training purposes , your managers with an average of 2.27, according to two Likert -style , and somewhat inclined to have evaluated Likert -style Amenable to three , as managing directors in terms of performance objectives and training, authoritative-Charity style and consultative style is somewhat bowed. in examining the relationship between job satisfaction and management style , the Pearson correlation coefficient equal to the number of .702 Correlation coefficient amounted to .702, indicating a positive correlation between the two variables in this study , in other words, a direct relationship between

management style and job satisfaction of teachers in Arak city schools there. The significant level of zero , which is smaller than .01, indicates that the correlation between two variables, management style and job satisfaction is significant. Thus, 99 percent, say between two variables, management style and job satisfaction, there is a correlation.

Table 3
management style, in terms of stimulation index.

No.	Question content	Style 1	Style 2	Style 3	Style 4	Style	Average
		Number (Percent)	Number (Percent)	Number (Percent)	Number (Percent)		
1	Trust director the teacher	66 41.1	50 32.6	30 20.6	4 5.7	2	1.91
2	Teachers trust the manager	77 47.4	53 34.3	17 13.7	2 4.6	2	1.75
3	Supportive behavior manager to teachers	1 4	17 13.1	46 29.7	85 53.1	4	3.32
4	Ability to talk freely with the manager	15 12	84 51.4	48 31.4	4 10.9	2	2.30
5	Responsibility at lower levels	12 10.3	73 45.7	52 33.1	13 10.9	2	2.45
6	Friendly attitude of teachers towards each other	14 11.4	42 28	73 45.7	21 14.9	3	2.64
7	Hostile attitudes of staff towards each other	2 2.9	20 15.4	40 26.3	90 55.4	4	3.34
8	Obtained the consent of	33 23.4	81 50.3	28 18.9	5 7.4	2	2.10

Managerial style dominates the Arak city schools, the interaction index - penetration with which of the four management styles Likert correspond?

To measure management style elementary and junior high schools in Arak, the diffusion index, According to Likert, to review the three features (the three questions of the questionnaire) will be discussed.

Table 4
management style elementary and junior high schools.

No.	Question content	Style 1	Style 2	Style 3	Style 4	Style	Average
		Number (Percent)	Number (Percent)	Number (Percent)	Number (Percent)		
1	Level of cooperation in teamwork	20 15.4	54 34.3	57 36	19 14.3	2	2.49
2	Teachers influence	26 18.3	56 35.2	56 35.4	12 10.9	2	2.39
3	Director penetration	33 22.3	54 34.3	51 33.1	12 10.3	2	.2.31

As can be seen in the table above, according to the results of the three features were named overall teacher Arak city schools, in terms of engagement-influence their managers with an average of 2.40, in accordance with the two Likert style and oriented to three styles, the managing director of the interaction parameters-influence, authoritarian-charitably style inclined consultative style is.

Managerial style dominates the Arak city schools , in terms of the decision, with which of the four management styles Likert correspond?

To measure management style elementary and junior high schools in Arak, in terms of the decision, According to Likert, to review the five features (The five- question questionnaire), are discussed.

Table 4.4
The management style of decision.

No.	Question content	Style 1	Style 2	Style 3	Style 4	Style	Average
		Number (Percent)	Number (Percent)	Number (Percent)	Number (Percent)		
1	Level of decisions at lower levels	76	56	20	1	1	1.68
		48	36.6	14.9	6		
2	Accurate information for decision-making	34	78	34	5	2	2.06
		24	49.1	24	2.9		
3	Inform decision-makers with problems	52	75	26	3	2	1.89
		33.7	45.7	18.9	1.7		
4	Use technical knowledge to decide	36	67	46	7	2	2.13
		24	42.9	29.1	4		
5	Teachers make decisions about their work	46	68	30	9	2	2.02
		29.7	43.4	21.7	5.1		

As the above table it can be seen, according to the results of the five features mentioned above, in general, teachers in Arak city schools , in terms of decision-making, their managers with an average of 1.96 accordance with Likert -style assessments have indicated that the decision of the managing directors, authoritarian style - is Charity .

Managerial style dominates the arak city schools , in terms of administrative and instructional purposes , and which of the four management styles likert - match ?

To measure management style elementary and junior high schools in Arak , in terms of administrative and training purposes According to Likert, to review the three features (three questions from the questionnaire) will be discussed.

Table 5
In terms of management style and administrative goals of education.

No.	Question content	Style 1	Style 2	Style 3	Style 4	Style	Average
		Number (Percent)	Number (Percent)	Number (Percent)	Number (Percent)		
6	Tracking performance targets	15	53	61	22	3	2.58
		12	33.7	38.3	16		
7	Taking advantage of the training needed	53	49	42	6	2	2.05
		33.7	31.4	28	6.9		
8	Educational resources	41	61	41	8	2	2.16
		26.9	38.3	26.9	8		

As can be seen from the following table , according to the results of the three features mentioned above, the overall teacher Arak city schools, in terms of administrative and training purposes, your managers with an average of 2.27, according to two Likert -style, and somewhat inclined to have evaluated Likert -style Amenable to three , as managing directors in terms of performance objectives and training, authoritative - Charity style and consultative style is somewhat bowed .

What is the relationship between leadership style and job satisfaction of teachers, school administrators, there?

To answer this question, an examination of the relation between two variables, management style and job satisfaction , the correlation test is used, and because both variables are small , the Pearson correlation test was used .

Table 6
Relationship between management style and job satisfaction of teachers in Arak city schools.

		Style Manger	Job Satisfaction
Management style	Pearson	1	.702
	Significance level	-	.000
	Number	150	150
Job Satisfaction	Pearson	.702	1
	Significance level	.000	-
	Number	150	150

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