The Relationship between Personality Dimensions and Sources of Power in the Heads of Youth and Sports Departments, West Azerbaijan Province

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Abstract

The objective study was the study of the relationship between personality dimensions and sources of power in the heads of departments of Youth and Sport of West Azerbaijan Province. The aim of this study is applied and descriptive research method was correlation and statistical population was all the heads of departments of Youth and Sports West Azerbaijan province (N = 96n). The sample size was selected because of the limited number of population by the total number of individuals. Among them 85 people were selected randomly. The tool measuring questionnaire personality dimensions Costa and McCrae (1985) and Hinkin power sources and Shraikhim (1989). Validity was confirmed by professors and experts in the field of sport management. Reliability using Cronbach alpha coefficient personality dimensions Costa and McCrae (1985) 90.0 = α and questionnaire Hinkin power supplies and Schrieshim (1989) α = 0.93. To analyze the data, 16.5 SPSS software package was used to perform descriptive and inferential statistics. In inferential statistics, check for normal distribution of data Kolmogorov-Smirnov test was used which after confirmation of abnormal research data, Spearman correlation test; nonparametric statistical methods to determine the relationship between personality dimensions and sources of power in the West Azerbaijan province were the heads of departments of Youth and Sports. The results showed that the relationship between personality dimensions (extraversion, agreeableness, conscientiousness, openness to experience) with power supplies in the heads of departments of Youth and Sports West Azerbaijan province, there is no significant relationship (Sig > 0.05). And there is no significant relationship between the sources of power and personality dimensions in the heads of departments of Youth and Sports West Azerbaijan province (Sig > 0.05).

Keywords: Personality Dimensions, Power Supplies, Heads of Departments Of Sport And Youth.
Introduction

Personality plays an important role in the performance of his career and especially his motivation for progress in the field of management because each person’s personality, motivation and attitude towards work and the way a person responds to the demands of the job specifies. However, today agreed that the five-factor personality model introduced by Goldberg can be used to describe most prominent aspects of personality used (Shamsaei, 2007). Five-factor personality dimensions of introversion, agreeableness, conscientiousness, neuroticism and openness to experience. Extraversion includes the quantity and intensity of social interaction with other people and being a person. Agreeableness includes the agreement on thoughts, feelings and actions toward others. Conscientiousness, the next is responsibility, hard work and achievement oriented in order to describe the behavior of coaches. Neuroticism includes features such as anxiety, depression, aggression and dump any unpleasant emotions, and openness to experience (openness) imagination, aesthetics, feelings, ideas, actions and describes the values (Parvin and Kron, 2013). Personality assessment, application of psychology in the context of major world problems is management operations (Schultz, 2007). The value of the character as one of the predictors of motivation and development has been accepted. His personality also has an important role in job performance. Because each person’s personality, motivation and attitude towards the job (job motivation) and the way a person responds to the demands of the job, specifies (Shamsaei, 2008). Personality has certain features that make the person unable to communicate with others. The concept of personality, it is important for managers to play a major role in perception, assessment and individual reactions to the environment (Goldberg, 1990). Personality is one of the most important factors that affect the function and behavior of sports managers and the influence of the character eventually they will be effective in management decisions and organizational behavior (Chelladurai, 1999). Psychologists have offered various theories on personality dimensions, and one of the success factors of effective use of strength coach. He should be able to use the resources of power. Managers should realize the importance and awareness of how to make effective use of power grows exponentially increased. The cause communication barriers both in sport and what it will be out of your manager and employees will recognize as a model which this could provide an opportunity for managers to guide their employees in the best way. (Pourghaz and Mohammadi, 2011). On the other hand and power as a very important element in the administration of communities and organizations has always been a preoccupation of the government and managers. Managers of power as a constructive component in the structure of the organization and implement its obligations as well. Power is the most important and most incisive social phenomenon known human societies. The influence of power is experienced at all levels of social organization. Because of the important and effective part in organizational life, the researchers tried to explain organizational problems in the so-called “power relations” have suggested First, an organization affiliated units affects, and second, organizational levels and relationships between people in the organization will have a significant impact. (Fakhim, 2000). However, today agreed that the five-factor model introduced by Hinkin power supplies and Schrieshim (1989), can be used to describe most aspects of executive power sources used outstanding (Shamsaei, 2008). The analysis in relation to the fundamentals of power by the French and mental provided. The most
important analysis in relation to the fundamentals of power by the French and mental provided. They have identified five sources of power in enterprise environments, including legal power, reward power, coercive power, expert power is the power and authority (Moorhead and Griffin, 2006). On the other hand, the role of a manager's power characteristics and the effectiveness of the organization he provides. In fact, it is an inevitable phenomenon in the organization, but the organizational look at it as a negative phenomenon. But the truth is that this process is not inherently a negative phenomenon, negative and positive, but it depends on the judgment and its application. Certainly if the purpose of power, and functional organizational goals can be considered a positive phenomenon and the dynamics of the system, but if the goal is to achieve personal goals is most definitely a negative phenomenon and would be harmful (Parsaeian and Arabi, 1996). Research results show that there is a significant relationship between power sources and characteristics (Poorqazi and Mohammadi, 2011 and Shiri et al., 2014). With this interpretation of the relationship between personality dimensions (including extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) as independent variables and sources of power (legitimate power, reward power, coercive power, expert power and referent power) will be considered as the dependent variable. Given the importance of personality dimensions and power resources managers in sport and due to their effects on their effectiveness, this exercise managerial behavior, the necessary organizational measures give rise to these practices in the organization. On the other hand, research on power sources indicated that the harvesting director of “personality dimension” in all business processes and organizational procedures and effective. Personality dimensions (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) a power source (a power law, reward power, coercive power, expert power and referent power) plays an important role. Successful teamwork requires good management and efficient and effective role in the success or failure of management groups and organizations cannot be simply ignored. Sports in position, this role is responsible and his chief of staff takes over the lead work and His effective leadership role on the performance of the group (Shiri et al., 2014).

When a group of people trying to achieve a goal, usually as managers and leaders who assumes responsibility for the group. This person must have the resources of power and leadership qualities necessary to be able to guide members towards the goal. Today, in our country, it is observed even with experienced executives and staff in elite sports organizations has not been able to show the appropriate group. Many managers believe that the basic principle in the selection of employees to succeed, the ability of employees. So, their total staff strength knows the direct result of performing groups. These managers often do not know the factors affecting the performance of a group of employees. Sports psychologists believe that the common goal could be to focus the group's efforts and progress is vital to achieve success. Success is achieved when the members of the organization to work effectively and harmoniously together. This is where the role of the manager as leader and coordinator will be more distinctive and personality dimensions and sources of power to motivate and promote the affairs have an effective role. But many athletic directors in our country, due to insufficient knowledge of management principles and aspects of psychology and management, have failed in many cases their lack of success in providing effective teamwork, identify and take action to fix it. Regardless of the technical and
human factors and cognition, perhaps one of the reasons of not using proper management practices of power. The power sources used by managers to determine the motivation and promote the organization can help. And since that sport managers in West Azerbaijan province compared to other high position managers and because this, sport administrators could easily find its place among provincial administrators. And one of the reasons for the importance of working on this theme using different power sources is the provincial executives that can be said that some of the emerging issues related to personality dimensions and power of youth and sport administrators in this city. This research tries to answer the question whether personality dimensions and sources of power between the heads of departments of Youth and Sports in West Azerbaijan province there is a significant relationship?

Methods

The method of cross-correlation of the field study was conducted. The study population included all managers and heads of departments of Youth and Sports West Azerbaijan (96 subjects). The sample consisted of 85 directors and heads of departments of Youth and Sports West Azerbaijan province from 26 to 51 years (24 females and 53 males) were randomly selected as a whole number and. Five-factor personality dimension questionnaire Costa and McCrae (1985) and five factor questionnaire Hinkin power supplies and Schrieshim (1989) was used to collect data. Dimensions personality questionnaire Costa and McCrae (1985) consists of 60 questions and the five-factor power supplies Hinkin and Schrieshim (1989) consists of 20 questions that managers and heads of departments of Youth and Sports West Azerbaijan province as the level of personality dimensions (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) and power supplies (power law, reward power, coercive power, expert power and referent power) is paid. Scale response to the questionnaire based on the Likert 5-point scale. Face validity and reliability by experts in a pilot study using Cronbach’s alpha personality dimensions Costa and McCrae (1985) (α = 0.90) and questionnaire Hinkin power sources and Schrieshim (1989) (α = 0.93) was obtained. Kolmogorov-Smirnov test was used statistical methods. After confirmation of abnormal research data, the method of Spearman nonparametric test using SPSS software version 16 to determine the relationship between personality dimensions and sources of power in the West Azerbaijan province were the heads of departments of Youth and Sports.

Results

In order to test the normality of the data, the Kolmogorov-Smirnov test was used. The results are presented below.
Results Table 1 shows that, given the significant level of $P < 0.05$, the null hypothesis is not confirmed. Therefore, data distribution is not normal. The normalization of all variables is not confirmed. Therefore, this means that the relationship between the variables should be used nonparametric methods.

**Results of Testing Hypotheses**

Expert power and referent power) heads of departments of Youth and Sports in West Azerbaijan province determine the relationship between personality dimensions (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) and power supplies (power law, reward power, coercive power).

Table 2: Spearman correlation test to examine the relationship between personality and power supplies

<table>
<thead>
<tr>
<th>Power Sources</th>
<th>Correlation efficient</th>
<th>Personality dimensions</th>
</tr>
</thead>
<tbody>
<tr>
<td>-0.037</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0.734</td>
<td>significance level</td>
<td></td>
</tr>
<tr>
<td>85</td>
<td>number</td>
<td></td>
</tr>
</tbody>
</table>

Among personality dimensions (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) and power sources from the perspective of heads of departments of Youth and Sports West Azerbaijan province, Spearman correlation coefficient between extraversion and power sources of -0.057, and with the agreement of the -0.057, and the duty to 0.000, and the neurosis of -0.080, and openness to experience is equal to 0.068. Given that a significant level of independence assumption variables Spearman test is more than 0.05 is
approved i.e., between personality dimensions (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) and power sources from the perspective of heads of departments of Youth and Sports West Azerbaijan province, there is a significant relationship (levels is significantly greater than 0.05).

Table 3: Spearman correlation test to examine the relationship between personality and power supplies

<table>
<thead>
<tr>
<th>Expertise</th>
<th>authority</th>
<th>coercion</th>
<th>reward</th>
<th>legal</th>
<th>Correlation coefficient</th>
<th>Personality dimensions</th>
<th>Significance level</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>-0.041</td>
<td>0.000</td>
<td>-0.070</td>
<td>-0.017</td>
<td>0.024</td>
<td></td>
<td></td>
<td></td>
<td>85</td>
</tr>
<tr>
<td>0.712</td>
<td>1.000</td>
<td>0.522</td>
<td>0.286</td>
<td>0.830</td>
<td></td>
<td></td>
<td></td>
<td>85</td>
</tr>
</tbody>
</table>

Among personality dimensions and sources of power (legitimate power, reward power, coercive power, expert power and referent power) from the perspective of heads of departments of Youth and Sports West Azerbaijan province, Spearman correlation coefficient between dimension equal legal personality and 0.024, and with equal rewards -0.117, and the imperative of equality -0.070, and with equal authority -0.000, and with the expertise of -0.041. Given that a significant level of independence assumption variables Spearman test is more than 0.05 is approved. The dimensions of personality and power sources (power law, reward power, coercive power, expert power and referent power) from the perspective of heads of departments of Youth and Sports West Azerbaijan province, there is a significant relationship (levels is significantly greater than 0.05).

**Discussion and Conclusion**

The results showed that the athletic director, the relationship between their personality with their power sources is of utmost importance that these results are not consistent with findings Torabiyan (2006), Behzadjazi (2008), Karimi Torghabeh (2010), Bahari and Shirkhani (2011), Pourghaz et al (2011), Mortazavi et al (2013), Luthans (2003), Shiri et al (2014). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “extraversion, agreeableness, conscientiousness, neuroticism, openness to experience” in dealing Athletic Director and scope of their work, because the connections for power sources is vital to this important position they are the personality dimensions specified in the General Directorate.

The results showed that the athletic director, the relationship between personality dimensions (extraversion) are the source of their power is of utmost importance that these results are not consistent with findings of Mortazavi et al (2013), Shiri et al (2014), J. Hall (2012), and Bosat et al (2013). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “love
is always a lot of people around me, I will go soon to laugh, I live a very long time and head do not know, I really enjoy talking with others, always for I'm ready, often prefer work to do alone, I often feel I am full of energy, happy and cheerful person and am good spirits, joyful and optimistic person I am, life and events immediately pass it to me, I am very active person, I prefer to work for myself as I lead others in the administration of their work areas are dealt, because the communication is vital for this important sources of power and their position with respect to the figure (Extraversion) office the Specifies.”

The results showed that the athletic director, the relationship between personality (agreeableness) with their power sources is of utmost importance that these results are not consistent with findings of Mortazavi et al (2013), Shiri et al (2014), J. Hall (2012), Bosato et al (2013). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “I try to be courteous to all, often quarrel with my colleagues and family, some people think that I am specifies selfish and self-centered, others prefer cooperation over competition, sensitive to the intentions of others I suspect, believe that if the people let, most of which you abuse, often acquaintances like me, some think that I’m someone cold and calculating, stubborn in my ways I am less flexible and generally thoughtful person and I try to be logical, if someone does not like me, and I noticed this feeling can be, if necessary to achieve the objectives of others can be skillful to have a job”.

The results showed that the athletic director, the relationship between personality (conscientiousness) with their power sources is of utmost importance that these results are not consistent with findings of Mortazavi et al (2013), Shiri et al (2014), J. Hall (2012), Bosato et al (2013). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “means I own look clean and tidy, well do to set things right at set times do I have to be very tidy person I am, I will try all I do work with a sense of responsibility, I have a clear goal and to achieve it I work schedule, before anything lot of wasted time, I am trying to achieve the objectives seriously, when a promise or commitment, I one can always count on me to put it into action, it is sometimes and perhaps they should not rely, productive person I am I'll ever finish my work, do not think that I could never get reasonable attempts I do everything to make subtle way” in the administration of their work areas are dealt, because the connections for power sources is vital to this important and their position in terms of personality (conscientiousness) in the specified department.

The results showed that the athletic director, the relationship between personality dimensions (neuroticism) with their power sources is of utmost importance that these results are not consistent with findings of Mortazavi et al (2013), Shiri et al (2014), J. Hall (2012), Bosato et al (2013). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “I’m not worried Basically person, often feel less than others, when under great stress, I sometimes feel like I'm crushed, I rarely felt lonely and sad I often feel nervous and stressed, I sometimes...
feel completely worthless, I rarely feel anxious or afraid, I often find myself dealing with angry people, often when things do go, discouraged and from work regardless, I rarely unhappy, I often feel helpless and I'm looking for someone who solves problems, sometimes I'm so embarrassed that I just wanted to hide themselves” in the administration of their work area deal, because this communication is vital for this important sources of power and their position in terms of personality dimensions (neuroticism) specifies in office.

The results showed that for athletic directors, the relevance of power (legislative power) with dimensions of their personality is of utmost importance that these results are not consistent with findings of Puryan (2007), Mollahosseini Kahnooj (2008), Amjadi (2012), Ramezaninezhad (2010), French and Ravan (2000), Biuk et al (2011). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “provide conditions that should fulfill the commitments they feel, provide conditions that they feel they must meet the requirements of their job, they create a sense of responsibility, make them aware of their duties” in the administration of their work areas deal, because these relationships to personality dimensions more this is vitally important, and their place in terms of power (Forensic power) is determined in office.

The results showed that athletic administrators, communication power supplies (power bonus) with dimensions of their personality is of utmost importance that these results are not consistent with findings of Puryan (2007), Mollahosseini Kahnooj (2008), Amjadi (2012), Ramezaninezhad (2010), French and Ravan (2000), and Biuk et al (2011). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “increase their level of benefits, the help that they received special interest for them to meet, possibly causing them provide upgrades” in the administration of their work areas dealing have, because this communication is essential for this character more dimension and their position in terms of power (power reward) specifies in office.

The results showed that for athletic directors, the relevance of power (force power) with dimensions of their personality is of utmost importance that these results are not consistent with findings of Puryan (2007), Mollahosseini Kahnooj (2008), Amjadi (2012), Ramezaninezhad (2010), French and Ravan (2000), and Biuk et al (2011). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “relatively poor job assignments entrusted to them to achieve the goals, tasks rather difficult to assign them more effective, they make for a pleasant working environment, to ensure that the organization is unpleasant for them” in the administration of their work areas dealing, because these links for more on this vitally important personality dimensions and their position in terms of power (the power of coercion) in the Office specifies.

The results showed that athletic administrators, communication power supplies (power, authority) of the dimensions of their personality is of utmost importance that these results are not
consistent with findings Torabiyan (2006), Mollahosseini Kahnooj (2009), Amjadi (2012), Ramezaninezhad (2010), French and Ravan (2000), Buick and et al (2011), and Alangovan et al (2014). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “providing conditions that they feel valued, provide conditions that they feel they are accepted by management, provide conditions that they themselves have accepted, provide conditions that make them feel important.” administration and scope of their work in the deal, because this character more dimension to this important communication is vital, and their place in terms of power (power authority) determines in office.

The results showed that athletic administrators, communication power supplies (expert power) with dimensions of their personality is of utmost importance that these results are not consistent with findings Torabiyan (2006), Mollahosseini Kahnooj (2009), Amjadi (2012), Ramezaninezhad (2010), French and Ravan (2000), Buick and et al (2011), Alangovan et al (2014), and Michael (2009). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as “good executive suggestions they offer, their experiences and learnings shared with them, giving them advice regarding reasonable job offer, effective and useful job information at their fingertips put” their work in the administration of domain deal, because this character more dimension to this important communication is vital, and their place in terms of power sources (expert power) is determined in office.

The results of this study showed that the experimental mean with a theoretical mean between personality dimensions (extraversion, agreeableness, conscientiousness, openness to experience) with power supplies (power law, authority, reward, coercive, expert) heads of state Youth and Sport Office Western Azerbaijan there is no significant relationship. Although it is generally believed that the tendency of heads of departments of Sport and Youth Western Azerbaijan Province personality dimensions (extraversion, agreeableness, conscientiousness, openness to experience) with power supplies (power law, authority, reward, coercive, expert) they come but should be better for the implementation of various aspects of personality features of the heads of departments of youth and Sports West Azerbaijan Province separately examine the shortcomings of our better recognized. The results show that personality factors such as the increase of power sources (power law, authority, reward, coercive, expert) heads of departments of Youth and Sports West Azerbaijan province as well as their relationship to personality dimensions (extraversion, agreeableness, timeliness, openness to experience) with power supplies (power law, authority, reward, coercive, expert). They should be considered.
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