Component of transformational leadership and its relationship with organizational performance

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Abstract

The purpose of this research is to identify the components of transformational leadership and its relationship with organizational performance in the General Directorate of Education in North Khorasan. Department of Education staff to conduct field research in northern Khorasan was introduced. In order to collect data in the field of theoretical literature, research literature and operational definitions of the library and study literature on the subject, the "Boss" of transformational leadership Research Foundation was selected as a model. According to this model, transformational leadership consists of four dimensions, which are idealized influence, inspirational motivation, intellectual stimulation (stimulation scholars) and considerate person, to collect information from the Multifactor Leadership Questionnaire (MLQ) bus in the world has been used more than 200 points were used. Organizational questionnaire (Gannon), with Cronbach's alpha coefficient was 82.inspirational motivation with an average rating of 1.97 and 1.85 are next in rank.

Keywords: Transformational leadership, organizational performance, charismatic, intellectual stimulation, inspiration, thoughtful individual, transactional leadership, contingent reward.
Introduction:
that include efficiency, adaptability and human resource. A major characteristic of successful organizations that are distinguished by their organizations fail; this is characteristic of leadership. "Leadership" is a subject that has long attracted researchers and the public has broad appeal because the leadership may be that leadership process is very mysterious that the lives of all people. The leaders are due to the specific characteristics that affect the whole society. The emergence of transformational leadership in organizations to increase the effectiveness and organizational performance can be a competitive advantage for the organization. Here is what is considered the importance of finding a way to achieve organizational goals and achieve peak performance and take advantage of the opportunities the environment. The success of organizational environments around the world today depends on the ability of managers to play a leadership role. One of the theoretical framework of the theory of transformational leadership styles in the world, in recent years much attention has been oriented to test the new pattern of change management. Employees are taking advantage of it.

Operational definition of variables:
it is scored for five choices in any question, we always, often, sometimes, rarely or never provided based on the Likert scale. Organizational performance to organizational performance score that respondents to questions 1 to 22 have received the questionnaire. Oriented exchange means exchange-oriented leadership score that any person acquires 1,11,16,35,4,22,24,27,3,12,17,20 questions. Laissez-faire leadership: The purpose of laissez-faire leadership score is the subject of Question 7, 5, 28 and 33 receives leadership questionnaire. The higher the score means that employees are not too involved in decision making leader and leader of indifference towards activity is important to them.

Hypotheses:
According to the above cases it is natural to assume that employee performance is a direct relationship between the components of transformative and there. The reason for this can be paraphrased as follows: employees who feel they have deep meaning than just being very important work done. Such employees will probably have a great work ethic, and to act spontaneously and self-control; and for example, even when you have not control over them, the rules are respected. Such staff is trying to do their best and always, information, knowledge, and their skills are kept up to date. Such employees to help other members to better perform their duties. For example: An employee may be absent or to his colleagues that his size is relatively large, help. This is because employees love their work environment; probably measures that are not in their duties, but to improve the image of the organization and their colleague’s helps, too, do not hesitate more friendly and also improve performance. Doing things and improve the image of the organization are sensitive. Such employees are keen to participate and take responsibility in organizational life. The staff will eagerly help others, especially those who have work-related problems, causing the organization to improve overall performance. The organization's leadership and staff for their support and in fact not separated themselves from the organization. The arguments of leadership in the workplace have a direct impact on organizational performance can conclude. Power supplies
designated leader. Theorists like charisma Vbas House have introduced a key element of transformational leadership.

According to the above main hypothesis of this study are as follows:

Between the components of transformational leadership and organizational performance in the General Directorate of Education North Khorasan relationship exists.

To better understand this relationship, the effect of each component of transformational leadership in the user's environment as well as the size of its employee individually tested. So next assumptions of the study include:

Between leadership idealized influence (charisma) and Corporate Performance Department of Education in Northern Khorasan there.

Between inspirational leadership and organizational performance in North Khorasan There Department of Education.

Intellectual stimulation between leadership and organizational performance in North Khorasan There Department of Education.

Considerably between individual leadership and organizational performance in North Khorasan There Department of Education.

To better understand this relationship, the effect of inspiring leadership on organizational performance to be tested. The hypothesis of this study is the following:

Inspirational leadership on organizational performance in the General Directorate of Education North Khorasan more positive effect.

Research method

The study and understanding of research methods appropriate to the type and purpose of the study researchers developed a certain method in their study generation; SPSS analytical software to process and analyze the data to take action. The aim of this study is an applied research. The research design is descriptive. In this way, first with the Department of Education for Northern Khorasan were to be divided among the staff questionnaire. Since about 65 head of Administration and expert in charge (leader) worked as director and each individuals as employees (followers) at their disposal, and statistical methods to analyze the output will be necessary to interpret the results of thorough research and prepare reports.

Statistical Society

Sampling methods and sample size

up was conducted. Within the administrative limits intended by simple random sampling was used to select the final.

Given the population size, the following formula to obtain the necessary sample size. This formula of the book Introduction to sa

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Sampling was taken at the study doctor Hassan mirage.C1 and Cn minimum and maximum scores Questionnaire S SD, D range, B is the maximum permissible error. According to the above formula sample size is 113, of which 118 questionnaires were distributed 125 questionnaires came to us. Data Collection tools

The instrument used for data collection in this study, Multifactor Leadership Questionnaire (MLQ) is. Use was made. The answers provided in the questionnaire to measure the assessment of the five-point scale was used. Research shows that the scale gauge the right
spot and increase the validity of the measure not add points to 7 or 9. The newest version of the questionnaire by Bass and Herbal set which contains 36 questions or items that assess the factors and indicators of transformational leadership, transactional and laissez-faire deals. That transformational leadership 20 questions (charismatic leadership or charisma 8 consideration of individual 4 questions and stimulate scholars 4 questions and inspire 4 questions) and leading interactive or transactional 12 questions (rewards contingent and management by exception and managed based on the exception the measured value is supplied with equal distances.

The measured data based on the ordinal scale questionnaire transformational leadership standard questionnaire for Bernard bass range. Which divided and offered to respondents.

**Sampling methods and sample size:**
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C1 and Cn minimum and maximum scores Questionnaire S SD, D range, B is the maximum permissible error. According to the above formula sample size is 113, of which 118 questionnaires were distributed 125 questionnaires came to us.

**Data Collection tools**
The instrument used for data collection in this study, Multifactor Leadership Questionnaire (MLQ). This questionnaire by Bass (1985) and other scholars, such as Avolio, Goode also been numerous tests to measure the transformational and interactionism this questionnaire has been acting managers and shortly as the most significant measure of transformational leadership model used by the public. The answers provided in the questionnaire to measure the assessment of the five-point scale were used. Research shows that increasing five-point scale is appropriate and adds points to 7 or 9 on the validity of the measure. The newest version of the questionnaire by Bass and Avolio set that contains 36 questions or items that assess the factors and indicators of transformational leadership, transactional and non-intervention studies that transformational leadership 20 questions (charismatic leadership or charisma 8 consideration of individual 4 question and stimulate the cultivation 4 questions and inspire 4 questions) and leading interactive or transactional 12 questions (rewards contingent and management by exception and managed based on the excluding inactive each of four questions and laissez-faire leadership 4 question is the scale of the systematic collection.

**Statistical Methods**
Methods and statistical techniques used to analyze the data:
In each study raw data obtained when the information is usually in the form of an irregular set.
Therefore, in this study to describe the data and observations of descriptive statistics such as mean, standard deviation, and frequency of frequency tables, graphs were used. Information descriptive tables and charts of variables such as age, gender, work experience, education was formulated and inferential statistics as well as the Pearson correlation coefficient and multiple
regression analysis (stepwise) was used. All analyzes were conducted with SPSS statistical software.

Methods of data analysis and research findings
To test the hypothesis, the Pearson correlation coefficient using software from SPSS 20, was used to measure the correlation between variables

Pearson correlation coefficient between the components of transformational leadership and organizational performance (546/0) was that the amount was significant at 0.95 level. The following table Pearson correlation test between spirituality working environment and job satisfaction shows and as you can see, all variables (except components for the inner life opportunities) there was a significant relationship together.

Correlation of transformational leadership and organizational performance:
Conclusion
For this purpose, the managers and employees of the Department of Education in Northern Khorasan, 200 were randomly selected and then the Department of randomly sampling were 63 leaders and 65 followers include patrols and the results show that there is a significant relationship between transformational and organizational performance management. There is a significant relationship between organizational performances idealized influence and inspirational as well as between managers and organizational performance and intellectual stimulation or stimulation of considerable sophistication and organizational performance and individual and organizational performance, there was a significant relationship.

the organization will have a significant impact on staff, people, compassionate and serious consideration to the demands of the followers of the graph. The organization reach its goals have more activity in the service beyond the requirements specified by the act, in other words, show greater performance recognize them and try to be like him. The meta-role behaviors in the organization would follow the leaders and staff of these behaviors will result in staff. Finally, because of the blood flow in the arteries of the current organization and be responsible for any reflection of the performance of the organization.
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