



**International Journal of Biology, Pharmacy
and Allied Sciences (IJBPAS)**

'A Bridge Between Laboratory and Reader'

www.ijbpas.com

**COMPARING AUTOCRATIC LEADERSHIP STYLE AND PARTICIPATORY
LEADERSHIP STYLE AMONG MALE AND FEMALE MANAGERS OF FARS
PROVINCE'S FOOTBALL STAFF**

**¹BENYAMIN HAGHIGHAT JOO, ^{2*}SOMAYEH EMADI, ³ZOHRAB GOHARI, ⁴SEYED
EHSAN AMIRHOSEINI**

1- M.A student of Sports Management, Department of Physical Education and sports sciences,
Arsanjan Branch, Islamic Azad University, Arsanjan, Iran

2- Department of Physical education, Dariuyon Branch, Islamic Azad University, Dariuyon , Iran

3-Physical education teacher, education department of Shiraz direct, Iran

4- Department of Physical education, Yasooj Branch, Islamic Azad University, Yasooj, Iran

***Corresponding Author: Somayeh Emadi**

ABSTRACT

The aim of the present research is to perform a comparative study of the relationship between autocratic and participatory leadership styles among managers at Fars Province Football Organizations. To this end, a descriptive-correlation research design was employed. The statistical research, from bosses and representative and Fars Providence football managers contain 90 managers that have been chosen in the statistic method. To collect data from a standard questionnaire consisted of 35 questions based on two leadership style and Participatory criteria in participative leadership style in Likert 5 degree scale has been used. Admissibility and validity statistics of this scale several times has been confirmed by Luthanz (1987 - 1990) and again by Luthanz et al (1993), and the coefficient alpha in this research is % 76. Data gathered through 17 spss software and by using t-test and analysis of variance were tested and analyzed.

The result show that based on answerers, between leadership and Participatory style there be say that those managers who have higher work experience and age knew their employees participatory importance and is no differences among male and female Fars football managers.

And based on sociology characters just based on age and work experience there is no differences between Autocratic leadership and Participatory styles that's why they tend to participatory leadership.

Keywords: Fars province, Autocratic participative leadership style. Administrators, staff Football

INTRODUCTION

Now a days in all over the words have its especial football fans. According to effectual and performance management based on leadership style it's for predetermined goal. Determining and comparing leadership style and noticing of result and finding help the managers to choose and engage the profit leadership style. Heretofore in leadership management style field there isn't any research among football's staff managers of Fars province. Determining and comparing leadership style management of Fars province football staff, noticed the Responsible from leadership style performance amount, and causes correct management, Efficiency and improvement of this sport field in province staff surface. Fars province is one of the most provinces that interested in football and yet introduced most Flowers to the country's football and national team. However responsible with profited method performance such researches used in talent finding and flower training. The sustainable development of the athletic field, increase vitality belief in community spirit

and will attract more people. so according to leadership style importance in management and paying attention to football in now a day's society ,comparing leadership styles among male and female of Fars football staff is necessary. Leadership is an effective process that helps groups and people goes toward determined goal specially this goal is a public common goal. Kontz (1986) In addition to leading influence on the character of the process, satisfaction, behavior, particularly encouraging, power, achievement of goals, interaction, role differentiation, innovation structure, or a combination of two or more of these have been described (Bass, 1990). What is important to identify specific theoretical interpretation led to the effectiveness of the leadership (Zahra ·Boromand, 1976). Leadership and management are two separate issues that considerable overlap with each other. According to some researchers, managers often seek to create stability, while leaders are looking for constructive changes. Other researchers have even gone so far as to

say that humans are basically two different managers and leaders. Managers are more rationing and less sensitive but more leaders are supportive and pathetic. Common point and central leadership interaction and management in how change made in groups are Forecasted (2001). Exercise department managers also like other departments in organization management faces to different success that needs a suitable leadership style, on the other hand depends on increase or decrease of employees Susceptibility surface its necessary that managers change their leadership style and their leadership methods match with recent success or get their suitable Susceptibility surface of employees. Mahram Zadeh (2007)

RESEARCH METHOD

Research based on goal is operative. Survey method applied in this research due to the

nature is descriptive, and scaling. Unlike studies in descriptive studies that aimed at discovering causal relationships is aimed at describing the statutory and regulatory position as concrete and real, i.e. (that is) is a (Naderi and Naraghi, 2009).) In this study based on describe and interpret comparing leadership styles among Fars football staff managers depending on the conditions uses of descriptive methods. In addition this research is scaling type and freely happens. The static society of this research consists of 30 Fars Province football staff that contain all bosses, Assistants and Province manager's staff that are about 90 people. Because the static society is small the static sample in fact is those 90 static societies. That consist of all static sample people and total sampling method is Capitation.

RESULTS

Table 1: Number of society and static sample

Fars province football staff	society	sample
		90
number	Totally 30 staff (90 people)	Consist of boss, females assistant and staff manager

Table 2 alpha Cronbach's coefficient

questionnaire	Loutanz	Rezaie	Recent research
Leadership style	76%	79%	73%

The table 2 shows the results of the questionnaire, Cronbach's alpha coefficient for the leadership styles were 0/73. According to the standard 0/7. The reliability is good.

Table (3) personal characteristics of subjects

variance	Average#	Criteria	Deviance
age			2/11±3/38
Job experience			6/9±5/11
gender	number		percentage
male	50		4/71
female	20		6/28

The results (Table 3) show that most of the percentage in whole subjects was the 4/71 percent for men. The mean age was 3/38 and the mean Job experience was 5/11 percent. The results shows that the largest percentage of males was (44%) with a Bachelor's degree and a minimum of post-graduate education (16 percent)., the highest percentage was In women (75%) at least with Bachelor's degree

in post-graduate education (5 percent). The male mean age was (41) and the female mean age was (31.5), respectively.

Result (Table 4) show that the most mean answering to questionnaire variance of Autocratic leadership style based on female was (3/7) and the most mean answering to questionnaire variance of Autocratic leadership style based on male was (3/5).

Table 4: Kolmogorov-Smirnov test

	Z	sig
Autocratic style	0/7	0/6
Participatory style	0/6	0/8

*meaningful surface differences (0/05>P)

Table (4) answering situation to the leadership style questionnaire variance

Variance	answering mean	Criteria Deviance	min	max
Autocratic style				
Female	3/7	0/4	2/6	4/3
Male	3/5	0/3	2/5	4/3
Total	3/6	0/4	2/5	4/3
Participatory style				
Female	3/4	0/4	2/4	4/4
Male	3/5	0/4	2/3	4/3
Total	3/5	0/4	2/3	4/4

B. Deduction static results

Kolmogorov-Smirnov's test table (4-3) results

	Z	sig
Autocratic style	0/7	0/6
Participatory style	0/6	0/8

*meaningful surface differences (05/0>P)

As the results of table (4-3) in Kolmogorov-Smirnov's test show that Autocratic style and Participatory style have natural distribution then in whole of the research used parametric tests.

First hypothesis:

H0: there are no meaningful differences between male and female managers in Autocratic leadership.

H1: there are meaningful differences between male and female managers in Autocratic leadership.

Independent t test for surviving differences between genders in Autocratic management style

Variance	amount of t	meaningful surface
Autocratic style	-1/8	0/06

*meaningful surface differences (05/0>P)

As it clear in table (4-4) , independent t test results show that there is no meaningful difference based on Autocratic style between male and female .(t=-1/8)

Second hypothesis:

H0: there are no meaningful differences between male and female managers in Participatory management style.

H1: there are meaningful differences between male and female managers in Participatory management style.

Table independent t test for surviving differences between genders in Participatory management style

Variance	amount of t	meaningful surface
Participatory style	1/1	0/2

*meaningful differences (05/0>P)

As it clear in table (7-4), independent t test results show that there is no meaningful difference based on in Participatory style between male and female. So this hypothesis confirmed zero and denied second hypothesis (t=1/1).

CONCLUSION

Leadership in organization and institution has especial importance and while determined for leadership organization or institution that causes Generating more activity, effectiveness and efficiency and stronger motivation in individuals. Extensive studies have been conducted insides and outsides of the country based on leadership, leadership style and management that we talked totally about them in last chapter. Leadership definitions and Necessities of different kinds of leadership style depend on the inside and outside researchers of country, Expressed in

different organizations and institutions especially sporty and unsporting one. Most researches has been done according to paying special attention to sports in pre centuries and in different aspects such as structures, software, hardware and the development of different sport branches be completed.

But its Mentionable that football in all over the world has its most fans and caused to be extraordinary important managers and leaders. . Fars province is one of the top provinces in country in terms of football and has always had teams in different age ranges and in football, futsal and beach soccer for males and females. Because of this we have a research about cooperative leadership styles among the managers of Fars Province's football staff with the population of 30 staff and sample of 90 individuals that is consisted

of all the bosses, Representative and managers of the staff.

Lotanz's leadership style questionnaire that its validity and reliability have been verified many times After a meeting that hold with the authorities of Fars province's football boards, the questionnaire was distributed together with a letter to the cities of the province. From 90 distributed questionnaires 70 questionnaires was completed and collected and The analysis of the descriptive statistics regarding individual characteristics for separating male and female , level of education and job experience and age have been done . Then inferential statistics including Kolmogorov-Smirnov, independent t-test and Chasing test and one way variance between male and female managers in authoritative and cooperative leadership styles were conducted and the results were extracted .Personal information of the all of the subjects indicate that the highest percentage 71/4 has been related to male and 28/6 related to female. The mean age has been 38/3 and the job experience mean has been 11/5. In male, 44 percent had Bachelor's degree and 16 percent had higher than Bachelor's degree and in female 75 percent had Bachelor's degree and 5 percent had higher than Bachelor's degree.

The male mean age was 41 years old and the female mean age was 31.5 years old. The research results showed that there isn't meaningful differences in usage of Autocratic leadership style among male and female managers staff .also result showed that in employing of Participatory style there is no differences among male and female but those managers who has higher age and experience like to use cooperative leadership and those who has lower age and experience no difference male or female like to use authoritative leadership style.

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