Leadership styles and the performance of the managers at Qazvin University of Medical Sciences

S. Asefzadeh  R. Mohebbifar  H. Shiralli

Abstract

Background: Leadership style influences the effectiveness of the organizations.

Objective: Identification of the leadership styles among the managers at Qazvin University of Medical Sciences.

Methods: In this cross-sectional study a random sample of 387 employees were selected from a total of 2612 in 2003-2004. The managers' superior leadership styles were sought through LBDQ questionnaire. The "ACHIEVE" standard questionnaire also used to assess the performance of the managers. The managers were categorized in three work groups: Ordnance, Health executives, Research and Education. The data were analyzed using SPSS.

Findings: The results of the study showed that 91.3% of managers used initiatory style and 8.7% considered leadership styles. Overall leadership style of managers in this study was shown to be initiatory style. Also in all three work groups, the leadership style used was initiatory style. There was significant difference between the leadership style and the performance of the managers (p<0.05). Moreover, the average of consideration style varied in all three work groups (60 to 63.77) and so does the mean score level of their performance (51.82 to 55.33). No significant difference was found between three work groups when the seven-item performance factors were compared.

Conclusion: Since the results indicated that there was a relationship between leadership style and the performance, educating the managers on leadership style theories is recommended. This educational program should focus on the role of leadership in managerial process and effectiveness.

Keywords: Organization, Leadership, Administrative Personnel, Efficiency, Universities