

The relationship between self-esteem managers and their effectiveness in middle schools

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Abstract

In order to study the relationship between self-esteem managers and their efficiency in junior high school girls were Maravetappe city. The main hypothesis of this study is that self-esteem between managers and their efficiency in the schools there is a significant relationship. The population of this study, all the heads of secondary schools (n = 10) and all the teachers (n = 100) in the city. Group evaluated all the heads of secondary schools for girls (N = 10) is. Therefore, managers of the census method was used instead of sampling and sample size for each group are 55 teachers. Data gathered in this study in a research questionnaire entitled (effective managers) to determine the effectiveness of managers was completed by the relevant teachers and a check (Self-esteem Scale) to measure self-esteem managers managers answer is to be composed. The methodology of this study is correlation and correlation coefficient were used for data analysis. The results indicate that upper management is that the self-esteem, their efficiency is higher, and vice versa. As well as more high school principals are almost self-esteem..

Keywords: Effective management, Self-esteem, School administrators

Introduction:

Effective management is probably the main factor in developed countries and developing countries is a factor. (Peter Drucker)

To accomplish these objectives or goals of any organization engenders all the functions and tasks to different roles in the organization is expected to fulfill.

The current era of accelerated course is unpredictable. Organizations to deal with possible threats and opportunities, must recognize their internal capacities and capabilities. Weaknesses and reinforce

strengths were repaired. Organizations should expect a wave, but it must be wave source and to attempt to improve to meet the needs of today's modern civilization.

The major factor that can determine the effectiveness of an organization that is achieving organizational goals, the effectiveness depends to a large extent by the organization administrator is efficiently manage the organization. The criteria that evaluated the effectiveness of behavioral usually takes place. and gives a positive evaluation about them fairly.

Over the past hundred years, many psychologists have accepted the idea that humans have a need for a personal evaluation of self-esteem is the most important factor in the spiritual growth. Therefore, self-esteem or self-worth or self-esteem, including normal human needs. Respect for self gratification when it needs to be a man of pleasant feeling of confidence and self-esteem, ability, capability, efficiency, and competence finds are considered useful in your life. Your satisfaction or value that gives man for himself, very important in a person's behavior and internal dynamics and higher self-esteem experts (his positive evaluation) as central and essential factor in emotional adjustment - individuals know.

With this background, the researcher plans to study the effectiveness of self-esteem and relationship managers will be examined.

Statement of problem:

Human characteristics of mental, physical, desire, and talent together have differences. Personal evaluation of their important effect on the flow of thought, feelings, desires, values and his goals are the key to understanding his behavior. To know and understand the spiritual psychological quality people to nature and self-esteem and self-awareness about was his judgment. Man's self-esteem tend to have basic unit considers necessary. No one can remain indifferent to his judgment about himself. Human beings are so eager and need to have positive opinion about his or her right in a manner that may distort or deny the facts. (Crocker 48,35,25,1993)

is significant. If a person fails in its task of thinking and reasoning, competence and decreases in life and can keep your self-esteem. Self-esteem is involved in cognition and self-expression is associated with it, by the habits of thought and judgment, and adjust behavior accordingly is particularly important. (Small et al 602,1993)

The management in all organizations, public and private, is important. The management compared to other Science and Technology, the leading position in the twentieth century and the methods and management techniques, especially songs have faster growth.

Management of issues that over thousands of years, special attention has always been a controversial issue, and that is continuing studies on management, to the fact that the management aspect and special complexity.

is the core of his personality traits affect the success of the entire organization. Effectiveness complex concept that in many ways defined and measured in accordance with the definition and evaluation. has been made. (Shiraz, 25)

What is certain is Mdyrryt the effectiveness of organizations depends on the efficacy and effectiveness of a direct relationship managers' performance, and when the behavior of managers to achieve the objectives and desired results achieved effectiveness of the organizational say.

Therefore, the administrator can identify the characteristics of the decision making authorities to help school principals, on this basis, this study has been carried their self-esteem and relationship managers.

The necessity and importance of research

The majority of classic and contemporary psychological theories believe that all people need to high self-esteem are growing and learning. One of the important aspects of the totality of man's self-esteem in the world of subject, is significant and of great value. People's self-esteem and internal stabilization of the concept of reality, retains the values that live describing their beliefs, each person is increasingly demand a high self-esteem. Core self-esteem because of his psychological structure that protects him against

anxiety and provide comfort him.
"There is an inverse relationship between self-esteem and psychological threat, meaning that with increasing severity of psychological threat decreased self-esteem and low self-esteem with psychological threat will increase."

The results of research and studies on self-esteem, self-esteem plays an important role in relation to emotional adjustment, emotional and cognitive stress and have low self-esteem as a factor predisposing to disease and psychiatric disorders is considered. In the Diagnostic and Statistical Manual of mental disorders as symptoms of low self-esteem hypothetical, several problems have been mentioned in childhood and adulthood. (Nomad, 26)

in solving problems, success will be their positive attitude towards the causes to express their opinions and when to accept different opinions are to validate and trust the judgment have such a positive attitude causes to consider new ideas as well. "(Mohsen, 273)

Modulators of management in any organization, fertilize and productivity of physical resources and human resources in order to achieve organizational goals.

Community facilities and the capital's education system and the education system is expected to meet professional needs Sazdv useful in the delivery of community. Responding to the needs and expectations of the community is required to achieve educational goals. Which expresses the aspirations of the community Bashdv achieve educational goals requires organizational and Diez Aqr depends on the effectiveness of the department. If the principal fails to function and its forecasting tasks effectively made towards achieving the goals of society suffers addition to schools and lack of effectiveness on a large scale school principal can be social crisis lead.

The public education system is important to consider the effectiveness of management and seeks to identify and use indicators that result in effective school management effectiveness.

"Management training should be the elements of informed, knowledgeable and resourceful researcher to be elected at the same time, talents and backgrounds have the appropriate character. (Ganji, 307)
With a view to the preparation of this study, the relationship of self-esteem in girls' primary school principals and their efficiency has been done.

Research goals

1. To identify the self esteem of middle school principals
2. Identification of the effectiveness of secondary school principals
3. Understanding manager self-esteem with their efficiency in secondary schools

Hypotheses

The main hypothesis of "self-esteem between managers and their efficiency in secondary schools there is a significant relationship."

Secondary hypotheses:

1. "between the effectiveness of managers who have high self-esteem with managers who have low self-esteem, there is a significant difference."
2. "between the effectiveness of managers who have high self-esteem with managers who average there are significant differences."
3. "between the effectiveness of the self-esteem of middle managers with managers who have low self-esteem, there is a significant difference."

Definition of the main variables

- A) The independent variable: self-managers
- B) the dependent variable: the effectiveness of managers
- C) control variables: gender, school and work

Definition of concepts and key terms

Self-esteem: self-esteem, all user view is "the value that the person is himself."
And the purpose of self-esteem Self-esteem Scale score is obtained.

Efficacy: the "rate of success in achieving the goals and mission." (Understand French and route of Savar, 46)

The effectiveness of managers: the effectiveness of managers, based on the successful fulfillment of duties and organizational goals and subordinates satisfaction and compliance with society's value system determined.

In this study the effectiveness of managers using a questionnaire that is completed by teachers is obtained. Management effectiveness, "according to scientists if school administrators to select appropriate goals or tasks to do to correct the aims, the managers are effective." (Nicknam, 18)

Light in their study concluded that the effectiveness of a school consisted of factors such as interest, motivation to serve in the learning environment, using the advice of doing things, the reduction of protests in school leadership practices and monitoring and control, Paybdy the laws and regulations in the workplace, accountability and criticism, increase the quality of education and prevent academic failure, creating a spirit of cooperation and unity in the workplace, flexibility, justice, non-discrimination in the workplace, increasing the power of decision planning and use of specialized techniques and findings of colleagues and client protection. Creating an appropriate atmosphere and constructive work environment and feature a director effective indicator of the effectiveness of management at the school.

Thus, it is observed that self-esteem is very important in human life. Self-esteem, decision-making, creativity, innovation, and will affect individuals' mental health.

Therefore, an essential component of self-esteem and parcel of human life in general and managers in particular. Therefore, people should be appointed to manage the centers and educational organizations, as well as knowledge and skills are particularly high esteem.

research method

The research method is correlation. As researchers using at least two different groups of subjects, without any of them has obtained control information. In this study, a group of relationship between two variables associated with the group studied.

Statistical Society

The population in this study, all managers (N = 20) and teachers (N = 220) girls' education city secondary schools are Maravetappe academic year 93-92.

Sample size

All girls secondary school principals city Maravetappe (N = 20) groups of the form. So for this group of census sampling was used instead. To determine the sample size in relation to teachers' group 55 cases were selected using random sampling.

Sampling

Managers: Get in touch with the director of the Census sampling was performed instead. TEACHER: To determine the number of teachers from secondary schools for girls city Maravetappe 5 schools were selected randomly.

Research tools

In this study include:

1. Self-esteem Scale
2. Inventory management effectiveness

Self-esteem Scale

Eysenck Personality Survey, with all the difficulties involved in assessing the scope, many efforts have been taken. The result of his efforts diversity questionnaire about different aspects of their personality. Eysenck (1976) has tried one of the groups forming the main factors related to the general context of the kind of strong adaptability to emotional insecurity investigate.

Studies have shown that many of the traits mentioned are typical and are correlated. Although it should be noted that the correlation is not complete, but when a person brings a high score traits, undeniable desire for a high score on the attributes there. Strong adaptability of attributes such as self-esteem, joy, peace and emotional attributes such as feelings of inferiority and insecurity, depression, and anxiety has been

established. 30 questions of the types of questions the compatibility or incompatibility of emotional stability of self-esteem that is located in front of inferiority.

Subject to any question must strive as much as possible with a "yes" or "no" answer and said to him when it is really not possible, the choice between '?' Choices.

Scoring above test is as follows:

To position the answers on a questionnaire that measured their self-esteem in the face of humiliation, a point score awarded. While not entitled to the position of the zero points. The choices that are all question marks at 5/0 score awarded.

Effectiveness Questionnaire

Questionnaire to determine the effectiveness of managers, five-point questionnaire with 30 questions depending on the answers to the questionnaire based on the Likert scale questionnaire prepared by the interest strap about the behavioral characteristics of effective managers, inventory managers' effectiveness is provided.

The questionnaire is completed by teachers on respective directors, consisting of 30 questions. Responding to any questions should be in one of the episodes always, usually, often, rarely or never mark a score of 4 to 0 respectively awarded.

Descriptive data analysis –Procedures

To describe the data related to self-esteem and effectiveness of managers of central tendency and dispersion were used. Since the distance used to calculate the measure of central tendency and dispersion index, is a deviation Myarmhasbh.

findings

Self-esteem act as a personality trait, people differ dramatically in their assessment. In this study, this difference can be seen clearly. We have concluded that people who have high efficacy of high self-esteem also. The results of this study confirms the results of research Coopersmith. Smith extensive studies about self-esteem came to the conclusion that people who have high self-esteem, low self-esteem in many cases people are different. They choose to set higher goals, suffer less anxiety, less stress and psychosomatic symptoms are less experienced. In general we can say that they are truly motivated people not only deserve but people have a positive view of themselves.

The positive attitude leads to new ideas, as well. Educational management must also be understood that the elements of informed, knowledgeable and resourceful researcher to be elected at the same time, talents and backgrounds have the appropriate character.

People who have high self-esteem are more likely to choose careers in which they possess a high degree of ability to perceive themselves to those who have low self-esteem. Thus, people with high self-esteem on the critical opportunity to take advantage of the ability to accept it.

According to the survey results can be found everywhere in the presence of the director's work, his active participation to solve their problems. But it does not solve your problem. To teach others how to think and solve their own problems. He nurtures creative thinking, decides and decisions for others it clear that they decide to learn, that is the real meaning of partnership. Partners can apply theories of knowledge management. Director of the psychology of management effectiveness of behavioral science knowledge and foster talent and relationships with subordinates set and the behavioral skills are enough to win. In short, like all managers executive director is effective, yet more than all of them and all of these features depends on having high self-esteem for executives.

Cohen's self-esteem as an individual evaluation of their value and believes that self-esteem is defined on an individual evaluation of their performance in a given situation affects. People with high self-esteem may react in a particular situation or expected success, while those who expect failure may have low self-esteem. Experience success in this regard will lead to increased self-esteem and a positive self-assessment to a person who provides. Also plenty of self-esteem of each individual to judge others depends on the person. Debt that the judgments of others about who is seeing more success in their lives, more positive. Aygvnyism hypothesis also suggests that people are trying to ascribe their success to internal self-respect, to promote and to ascribe their failure to protect their way outside of self-esteem.

A person's self-esteem, the key to his behavior and the thoughts, perceptions, emotions, and desires, values and goals influence. Normally, the perceived widening gap between your ideal, lowers self-esteem.

Discussion and conclusion

The aim of this study is to show whether managers and their efficiency is a significant relationship between self-esteem exist.

The results of the first hypothesis

First hypothesis:

"Self-esteem between managers and their effectiveness in primary schools there is a significant relationship."

Conclusion: Based on these findings, we can conclude that the self-esteem of managers and their efficiency in secondary schools there is a significant relationship Maravetappe city.

The results of the second hypothesis

The second hypothesis:

"Among the effectiveness of managers who have high self-esteem Darndba managers who have low self-esteem, there is a significant difference."

Based on the findings we concluded that the effectiveness of managers who have high self-esteem, low self-esteem with administrators there are significant differences in the effectiveness of managers who have higher self-esteem than managers who have low self-esteem .

The results of the third hypothesis

The third hypothesis:

"Among the effectiveness of the self-esteem of middle managers with managers who have high self-esteem, there is a significant difference."

Results:

Based on the findings of the effectiveness of managers who have high self-esteem with managers who average there are significant differences. However, the effectiveness of managers who have high self-esteem and self-esteem of the effectiveness of managers who mean the most.

The results of the fourth hypothesis

Fourth hypothesis:

"Among the effectiveness of managers who have low self-esteem, self-esteem with managers who average there are significant differences."

low esteem.

conclusion

In general, the managers concluded between self-esteem and their efficiency and there is a significant positive relationship, so that between the effectiveness of managers who have high self-esteem and low self-esteem are managers that there is a significant difference. But the effectiveness of managers who have high self-esteem with managers who average there are significant differences.

Also, the effectiveness of middle managers who have self-esteem, low self-esteem with administrators there are significant differences.

Limitations

Questionnaires were used to collect the required data and not use other methods such as interviews and observations.

Depending on the type of questionnaire composed of closed questions, researchers failed to provide specific comments principals and teachers in this field.

Suggestions

Since managers who have high self-efficacy and therefore recommended that one of the criteria in choosing managers (high self-esteem individuals) is.

1. A similar study in primary schools and in other sections tested to determine with greater certainty about the findings of this study commented.
2. The boys also tested similar research at all levels.

3. Considering that in this study only examines one of the factors to be explored It is suggested that further research in the field of property management, especially management and its relationship with the principals' effectiveness be done.

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