

A study on the relationship between transformational leadership with employees' citizenship behavior in Islamic Azad University at Maragheh

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Abstract

This study examined the relationship between transformational leadership and employees' citizenship behavior in the Islamic Azad University of Maragheh. For this purpose, the theory of Bass and Vally leadership and organizational citizenship behavior theory of "Oregon" has been used in this context, a main hypothesis and sub-hypothesis set is seven. The population is Maragheh Azad University staff as a community of 153 people is considered. The validity and reliability of the questionnaire was examined with the community.

To analyze the data obtained from the questionnaires collected from descriptive and inferential statistical methods were used. Thus, for classification, summarization and interpretation of statistical data, descriptive statistical methods and assumptions were used to test the analytical level.

Keywords: Transformational leadership, citizenship behavior staff

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Introduction

Today, most organizations maintain its competitive position needs to change fast. Rapid changes require that organizations have effective leaders and workers who are adaptable and work continuously to improve systems and processes the organization and its work can be effective (Van Dyne et al, 1994).

Pay attention to the transformative leadership and organizational citizenship behavior and the issue of the proper application of them in the Organization, human relations, understanding your emotions and those of others and the optimal management of them and also create empathy with others and positive use of the excitement during the past decade, is considered (Wagoner, 2005).

When trying on the effectiveness of the great leaders we have, about the insights or ideas they stand strong we can but there is one thing more important, great leaders, through the creation of proper citizenship behavior. Other attention today to spend planning and processes is not enough because these people are the compilation of programs and processes to control and implement it should be noted that the knowledge, skills and experience of the people organization, factors in the success of the Organization are therefore expected to be future managers to further develop their attention in organizations individual.

Investigation has shown that the future competitiveness of the ORB will managers expansionist policies that can effect and results of their human resources departments interact with, in this context the subject of citizenship behavior is one of the components that can be used in relations with the members of the Organization managers play an important role and is an indispensable condition and fitted in the organization. Recently some scientists have found that the creation of organizational citizenship behavior with the concept of transformative leadership with a more stable and more the importance of forklift loaders other loaders to make organizational citizenship behavior for a Manager and a leader.

Organizational citizenship behavior today as a kind of explaining the concept is notable and this is in line with the organizational citizenship behavior is the ability to establish the organizational citizenship behavior are innate and they can be learned (Wagoner, & Matcalfe, 2005).

Organizational citizenship behavior is one of the concepts that has stepped into the management sphere, recent research on the importance of trying to influence the organizational citizenship behavior and leadership and transformative on the effectiveness of the organization.

In several research, stated that citizenship behavior can predict a well fitted for transformative leadership behaviors (Barling et.al.) and according to the evidence available there at the beginning of the 21st century will be virtue these two concurrent developments in (Wagoner, & Matcalfe, 2005).

Led transformative of the newest styles of leadership that is so considered, many benefits to this style of leadership is well known such as job satisfaction, increase productivity and reduce stress between subordinates.

In addition to this new theory of leadership and the ability of great leaders, influencing on the morale of people as well as to motivate them to insist that nothing apart from the exchange of bonuses in the face of performance. With regard to these topics to determine the relationship between organizational citizenship behavior and leadership styles of managers can be of great help to expand the framework of the theoretical leadership and topics as well as to improve the process of choosing administrators.

The leadership of an organization to adapt to the changes and in order to survive and thrive in the new environment, certain features that generally requires administrators to respond to them with the many problems encountered one of the most important features that can be leaders in response to these changes strengthen the organizational citizenship behavior help. Organizational citizenship behavior is when trying to describe and interpret the organizational citizenship behavior in place of human capabilities. The creator of organizational citizenship behavior managers, leaders that are effectively the goals of maximum productivity, employee commitment and satisfaction of the researcher.

Kind of behavior beyond what for the staff of the Organization has been formally described:

Behavioral-which is based on individual preferences and optionally be fitted;

-Behavioral is not looking to reward directly or through formal organizational structure, not complimented about1. .(Twigg, et al 2007).

-Behavioral performance for the Organization and success of the operation is very important.

And because job satisfaction is one of the determinants of organizational citizenship behavior, organizational citizenship behavior on the job properties after the impact. Past research on the relationship between job satisfaction and organizational citizenship behavior. That job satisfaction to the overall shape of the fitted into consideration and try to explain the constituent components of job satisfaction were not fitted, fitted so be fitted according to the jobs with better motivational created a higher level of inner motivation and career as a result of employees to a higher level of needs such as respect and regard that propel the result of this person needs a positive work behaviors such as organizational citizenship behavior Fitted that of these behaviors require internal motivation and need support and motivation to support the outer bearing cannot be fitted (Simic, 1998).

Methodology

The statistical population: statistical research in the community, including Islamic Azad University of Maragheh unit staff in the academic years 91-92 can be fitted. That the number of master and combine them according to the statistics, reports and plans-the University planning to describe the following table can be fitted.

The statistical sample size based on Morgan and fitted according to the size of the study population is brought, 110 persons can be fitted. That about 76 percent of society. The number of different classes based on the forklift to the following table for the description.

Considering that the aim of society in terms of gender education in the different classes have taken place, so for random sampling method of classification has been used.

The data required for this study include reactivity of forklift to subjects statistics, questionnaire. This response to determine the extent of the transformation of forklift loaders, loaders, loaders, managers and organizational citizenship behavior shows somebody work.

Transformative leadership questionnaire: this questionnaire is part of the leadership of several aamelh questionnaire (MLQ) by bass (2000) is this a questionnaire prepared in the form of a range of 5 Likert scale and index is designed for this a questionnaire component of the transformation of management (the influence of Arman, inspirational

motivation, intellectual persuasion and individual considerations) fitted size. This a questionnaire including 20 fitted indices fitted indices is 1 to 8 after the influence of Armani index 9 to 12, the impulse of inspiration index 13 to 16 rising stimulation (subjective persuasion) and index for the next 17 to 20 individual fitted size considerations.

	Cronbach alpha coefficient	Standard alpha coefficient
transactional leadership questionnaire	0.82	0.83
organizational citizen behavior questionnaire	0.93	0.94

Table 1. reliability of questionnaires

Results

In this section of a variety of methods of descriptive statistics, such as loaders, forklift table; graph and indices of Central and distribution for describing and defining the data classification has been used forklift loaders. And also the necessary explanations to the table to provide more description of forklift.

Gender	Frequency	Percentage
Male	72	65.5
Female	38	34.5
Total	110	100

Table 2. Frequency and percentage of subjects according to their gender

Educational level	Frequency	Percentage	Compaction percentage
High school diploma	16	14.5	14.5
College degree	13	11.8	26.4
Bachelors degree	56	50.9	77.3
Masters and higher	25	22.7	100
Total	110	100	***

Table 3. frequency and percentage of subjects according to their educational level

Conclusion

The results of the data analysis and test hypotheses to be explored. Finally, referring to the limits of the research proposals and research projects are implemented.

Describe the results of the data showed that: 5/65 per cent of the subjects and five man forklift/34% may be fitted. 5/14 percent of people studied have an associate degree, associate degree, Bachelor of 9/50% 11.8% and 7/Staphylococcus rated degree MA and above may be fitted. 3.6 per cent of the subjects in the age class 20 to 30-year-old age-class in the 5/65% 31 to 40-year-old age-class subjects 41-50 years old, and 4/6% of the rest of the 51-year-old and more. The average individual score distribution study on staff considerations 6/10 and standard deviation equal to 3.5 to be fitted. The second quartile, or median distribution against was 11 and way of expressing it is a score of 50% of the average of the top staff of the fitted distribution. In total, the Central bearing indicator shows the distribution and dispersion-gives the amount of individual considerations employees studied in moderately fitted. Average score led the transformation of the sector distribution of the staff of the study as against 61.5 and standard deviation equal to 1/12 can be fitted. The second quartile, or median distribution against 59 and expressing it is a score of 50% of the employees of the bottom of the fitted distribution mean. Leadership staff section transformation case study of average compactness and fitted to the bottom of a medium.

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