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PRESENTING A PATTERN FOR UNDERSTANDING MANAGEMENT IN EDUCATION MINISTRY, WEST AZARBAIJAN PRPVINCE, IRAN

Iran Elahi¹, *Reza Yousefi Saeed Abadi¹, Kiumars Niaz Azari¹ and Asadollah Khadivi²

¹*Department of Educational Management, Sari Branch, Islamic Azad University, Sari, Iran*

²*Farhangiyan University, Tabriz, Iran*

**Author for Correspondence*

ABSTRACT

The current research aim was to present a model for understanding management in Education ministry, West Azarbaijan Province, Iran, in the academic year of 2013- 2014. This research was a monitoring-descriptive survey. The statistical population of this study were selected through Cluster sampling and Classification ratio. The number of 360 school principals and management of 302 students and faculty members and 45 students were selected. To collect the data, the two questionnaires of 100 items were used. To analyze the data, one sample T test, factor analysis, Cronbach's alpha, and Valiz path analysis were used. The results revealed the understanding management of Education ministry in west Azerbaijan, Iran province which were consisted of 15 structural, appearance management, compatibility, excuses, apology, claim, flattery, advocate, grace and kindness, sociability, egotistic, other-increasing, concurrent, separating themselves from others, whisk name, inversion. To exploring the appropriateness of the proposed model, there were presented the removal of 37 of experts and specialists in the field of management education in the province of West Azerbaijan (82.22% Statistical Society). According to experts and specialists in the field of educational administration in west Azerbaijan province, the final model were better fitted due to the lower coefficient of variation of 0.20 for all dimensions and indicators as well as.

Keywords: *Understanding Management, Structural Equation Modeling, Education Ministry*

INTRODUCTION

Here begins the problem of interest, given the severity of the need to achieve and how strongly the use of this technique will be different. And the extent to which he has been able to affect the perception and imagination of others, there is much speculation over. People want to consider the different ways, show themselves better than who they are, can have many different reasons include: obtain a desired position or rank, earn a positive evaluation, enjoyment of the rights and benefits of higher, faster promotion, respect and dignity, stay away from discrimination, fair treatment towards its business (Nasr-esfahani, 2010). It must be noted that the positive effects of the distribution of benefits among others, rotate in the interest of the people. Managed the low understanding not only keep the information to themselves but also causes confusion in valuable work of the organization making important decisions related to the assignment of jobs, pay and promotion. So, be sure to offer them what they are exposed to or have to wait for the aftermath. So, we can say that people in the organization use or avoid certain factors and influence the perception of others, it also requires familiarity with harvest management and its components. This led to reach the positive organizational goals, because people in the organization were exposed to situations in which others were judged them (Robbins, 1997). Baker was believed that, staffs were not the machines anymore; they had to try for success and in the way of progress had to work a lot (Baker, 2000). Hence, the lack of disability or lack of interest in the application forms and techniques in the management of harvest can affect a person's future work and many factors dependent on it like productivity, absenteeism, relocation, job satisfaction, lack of commitment to work, earn rewards undesirable, Earning power, creating a desire for revenge (1985) and should be added to the sense of poise and dignity and worth of every person in the organization, depend on the ability of identifying and understanding of others (Wiess, 1996). If the person provide a good face in the organization, can improve or vice versa. As for the other problems associated with the use of art in organizations and by understanding management present an

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efficient and important person (Yukl, 2006). Accordingly, people try to make good documentation practices within the organization or outside the organization, express themselves the internal and external factors of their success, but failure issues, but attribute failures to out of control factors. Managers in these cases should not try to alert the imprudent actions arising from incorrect interpretations are wrong decisions. On the other hand we see organizations, that some people use the wrong impression management techniques that are, unfortunately, been able to the non-shown, From one side, did the wrong things such as bribery, hypothyroidism etc. They had been shown apart from their sides. So, it must be said that the present organization, people are trying to use the situation to their advantage of society than any other time because of competition, greater access to resources and facilities, during the steps of the way; otherwise the competitors will be back. The Ministry of Education as one of the most effective organizations in the world today and the future, the outfit is too broad and staff and clients and other organizations over the understanding management is important, because it is the main issue in this vast organization of millions of children, adolescents, young adults , elders and so on. They spend their best time of life, for learning and teaching. With regard to the growing population and turning to the third millennium, complex evolution of societies, goals and duties of organization, have been widespread and complex. Consequently the responsibility of the organization's mission becomes harder. In the current border between the behaviors and actions that unfortunately largely destroyed and not true resolution, we're seeing that people try to use the situation to their advantage and change others evaluation to their own assessment. And it must be said, in a world full of complex environmental triggers, the perception of a person is classified and organized the incoming sensations. Behavior of individuals evaluated based on his interpretation of reality means the behavior of the person was based on the perception of reality, not reality itself (Rezaian, 2010). Since perceptions and interpretations of people are different, so their understanding of reality would be different too, because understanding depends on the perspective of the viewer like imagination of beauty or vice. Hence, if the positive or negative outlook, cover all defects, reveal the negative view, so whatever consider a person, is a world that the behavior is important in it (Robbins, 1997). In the current understanding management of organizations, due to importance of it in special application process, some factors become important, such as job interviews, the visa application process, employee effort, loyalty, organizational decisions, taken by the scientists and researchers. Despite this attention, there is still much deliberation and discussion. The researcher believed that if the state personnel system, was based on the core values of Islam, such as integrity, avoid discrimination, honesty, trust, mutual respect and act, and also reflected the appearance equal to their inner sides, certainly reflection of it revealed in the society in order to reach to this point, it is necessary to have such a favorable disposition towards the current step. And since the education system, form the base of every society, this is manifesting itself in the system as compared to other organizations, and our education system, is a safe place for justice and a model for other education systems and even other countries and so on. The present study aimed to present a model for understanding management of Education ministry, in west Azarbaijan Province. However, this model can be applied in all organizations and bodies, hence we are looking for answers to two questions: 1. what are the understanding management dimensions of the Education ministry in west Azarbaijan province? 2. Which model, regarding to the extracted model, can be picked up in the understanding Management of Education ministry in Western Azerbaijan?

MATERIALS AND METHODS

Methodology

This research was a monitoring-descriptive survey, for practical purpose. The population of this study was the elementary and high schools principals of all areas and regions of west Azerbaijan Province, all the Education ministry management of primary schools of all areas of west Azerbaijan Province and all professors of Educational Management of all universities in west Azerbaijan Province. The statistical population of this study were selected through Cluster sampling and Classification ratio. Samples randomly were selected from the center of a region of north-eastern and south-western and south-eastern regions of northwestern. Relational method was selected to observe the share classes within the clusters.

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The table Morgan was used to determine the sample size of elementary and secondary school’s principals. Then the numbers of samples were distributed between regions and areas by sampling ratio. Finally, 360 individuals of school administrators, 302 individuals’ faculty principals and 45 individuals of university professors were selected. Measurement data of this study was collected through questionnaires, which were given to the primary and secondary school principals. In addition to the questionnaire, another questionnaire was distributed to managers of complex and was questioned about their respective principals. Thus, for each director of the questionnaire, one was completed by managers and the other by faculty manager. 100-items questionnaire, were measured, the understanding management components with the variables. For each of the components of the understanding management, researcher amount (number) of 0 to 100 was considered. The mark 0 was not acceptable and the mark 100 was desired component represented the percentage of maximum principal component. The validity of the construct validity and content validity were used to determine the validity of the questionnaire used in the study. The validity and content validity of the experts was used to confirm the validity of experts, the validity of the questionnaire was confirmed by experts and construct validity of the confirmatory factor analysis was used. And the validity of the confirmatory factor analysis was used for construct validity. Because all item loadings of 15, of managing perception was higher than 0.3, so we conclude that the questionnaire was received by structure. Cronbach's alpha was used to calculate the reliability of the method (Table 1).

Table 1: The reliability of questionnaire and its subscale of the

Row	variable	Number of items	Samples	Cronbach's alpha coefficients
1	Appearance management	13	622	0.877
2	Compatibility	3	622	0.707
3	Excuses	4	622	0.823
4	Apology	5	622	0.708
5	Claim	3	622	0.877
6	Flattery	6	622	0.967
7	Advocate	5	622	0.911
8	Grace and kindness	4	622	0.764
9	Sociability	4	622	0.793
10	Egotistic	5	622	0.964
11	Other-increasing	5	622	0.725
12	Concurrent	5	622	0.936
13	Separating themselves from others	4	622	0.901
14	Whisk name	5	622	0.956
15	Inversion	6	622	0.963
16	Comprehensive management	77	622	0.888

Due to the high Cronbach's alpha coefficient of 7.0, the reliability of all components of the questionnaire and the questionnaire was approved. To analyze the data, to answer the research question I one-sample T, and for the second question of factor analysis, path analysis, LISREL were used for the test and to answer the third question, Cronbach's alpha was used.

RESULTS AND DISCUSSION

Results

What is the perception management of the office of education, in West Azarbaijan province?

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The results of the one-sample t-tests are shown in Table 2.

Table 2: Statistical results relating to question 1

Row	Aspects of perception management	Mean	Standard deviation	Value of t	Significant level
1	Appearance management	5.2311	1.16717	5.095	0.000
2	Compatibility	5.5841	0.95021	15.816	0.000
3	Excuses	3.588	0.68572	-52.981	0.000
4	Apology	5.6734	0.83682	20.705	0.000
5	Claim	6.9547	1.55885	33.111	0.000
6	Flattery	4.64	2.9599	-3.130	0.002
7	Advocate	6.7148	1.31699	33.501	0.000
8	Grace and kindness	5.8927	1.55108	14.809	0.000
9	Sociability	7.9868	1.06906	71.884	0.000
10	Egotistic	3.9378	2.075437	-9.923	0.000
11	Other-increasing	3.3508	2.31964	-18.293	0.000
12	Concurrent	3.936	2.19889	-12.451	0.000
13	Separating themselves from others	4.1994	1.56421	-13.169	0.000
14	Whisk name	4.4779	2.95501	-4.546	0.000
15	Inversion	3.9517	2.79614	-9.647	0.000

As results indicated, regarding to 662 individuals comments of respondents, 99 percent in confidence level, there were no significant differences between the sample mean and population due to sig which was less than 1% ($\text{sig}=0$), and 99% of all variables on perception management in the Office of Education, West Azarbaijan province were impressive that t was computed to compare the mean, median value (=5) with 99% significant confidence ($p < 0.01$). The following analysis aimed to answer questions based on a model of what can be extracted from impression management in the Directorate General for Education and West is provided. Following results were obtained using structural equation modeling and path

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analysis through the Amos software. The effect of exogenous latent variables (perceived control) on endogenous latent variables (size 15 persons) was tabulated as follow:

Table 3: The results of structural analysis

	Loading standard (λ)	Estimation error of Covariance (ϵ)	C.R. $p<0.0:1^{**}$
Appearance management	0.49	0.24	10.283**
Compatibility	-0.64	0.41	-15.272**
Excuses	0.27	0.07	5.994**
Apology	-0.74	0.55	-21.215**
Claim	0.62	0.38	16.152**
Flattery	0.99	0.99	30.343**
Advocate	0.96	0.93	20.450**
Grace and kindness	0.96	0.93	18.465**
Sociability	0.27	0.07	6.771**
Egotistic	-0.84	0.71	-25.815**
Other-increasing	-0.72	0.52	-2.507**
Concurrent	-0.64	0.41	-11.989**
Separating themselves from others	-0.72	0.60	-23.108**
Whisk name	0.93	0.86	29.535**
Inversion	0.98	0.95	32.832**

As is evident from the above table, the opinions of 662 respondents, 99% confidence level (C.R. is higher than 2.33). All 15 post-harvest management in making had a significant impact. To the influence of flattery 1 (by 99%) 2-inversion (by 98%) 3 and 4-favor and grace and love (by 96%) 5 Whisk name (by 93%) 6-claim (by 62%) of 7-management appeared (by 49%), 8 and 9 Socialize and excuses (by 27%) had a positive impact on construction management are perceived. And dimensions 1-Egotistic (by 0.84%) - 2-Apology (by 0.74%) - 3 and 4 other-increasing and separate themselves from others (by 0.72% - 5) and (6) to separate themselves from others and adaptation (by 0.64% -) and had a reverse and negative effect on the perception of the Office of Management Education West.

Table 4: Index model

Admission Index	RMSEA A	Chi-two normal	NFI	RFI	IFI	TLI	PRATIO O	Probability level
The resulting value	0.157	17.27	0.549	0.533	0.539	0.548	0.969	0.000

The model parameters RMSEA, IFI and PRATIO had a good fit. The covariance relationship between the sizes of a 15-fold harvest management was as follow:

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Table 5: The results of the covariance between the components of perception management

	Appearance Management	Compatibility	Excuses	Apology	Claim	Flattery	Advocate	Grace and kindness	Sociability	Egotistic	دیگرافزا بی	Concurrent	Separating themselves from others	Whisk name	Inversion
Appearance management	1														
Compatibility	0.35**	1													
Excuses	0.17**	-0.31**	1												
Apology	0.64**	0.01	-	1											
			0.19*												
Claim	0.73**	0.12*	0.19*	-	1										
			*	0.49**											
Flattery	0.59**	-0.43**	0.27*	-	0.70**	1									
			*	0.75**											
Advocate	0.46**	-0.88**	0.18*	-	0.46**	0.95**	1								
			*	0.85**											
Grace and kindness	0.70**	-0.33**	0.34*	-	0.05**	0.09**	0.82**	1							
			*	0.72**											
Sociability	0.32**	0.07	0.04	-	0.50**	0.34**	0.16**	0.46**	1						
				0.03**											
Egotistic	-	0.62**	-	0.52**	-	-0.81**	-0.88**	-0.67**	-0.03	1					
	0.15**		0.14*		0.21**										
			*												
Other-increasing	-0.07	0.50**	-0.04	0.35**	-	-0.69**	-0.77**	-0.51**	0.03	0.89**	1				
				0.14**											
Concurrent	0.12**	0.74**	-	0.18**	-0.03	-0.61**	-0.65**	-0.43**	0.08*	0.89**	0.93**	1			
			0.09*												
Separating themselves from others	0.08	0.68**	-	0.41**	-	-0.78**	-0.84**	-0.61**	0.02	0.97**	0.95**	0.95**	1		
			0.09*		0.20**										
Whisk name	0.66**	-0.18**	0.28*	-	0.66**	0.93**	0.90**	0.91**	0.27*	-0.69**	-0.54**	-	-0.63**	1	
			*	0.83**					*			0.42**			
Inversion	0.47**	-0.5**	0.30*	-	0.54**	0.97**	0.93**	0.90**	0.20*	-0.87**	-0.73**	-	-0.82**	0.9	1
			*	0.68**					*			0.68**		4**	

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As it was shown, other than the lack of correlation between variables (apologies and compatibility), (interaction with adaptation), (interaction with excuses) Socialize with Egotistic), (Other-increasing appearance Manager), (Other-increasing with excuses), (Other-increasing by association), (crowd the claimant and his separation from others and socializing), other dimensions were correlated with each other. Covariance and correlation coefficients specified in the table represent the rate of change of our dimensions. The more the coefficient covariance was, the fact that two of the same amount, the change in the future, then other changes) would happen. Also the fit model would be as follow:

Table 6: The fit model

Admission Index	RMSEA	Chi-two normal	NFI	RFI	IFI	TLI	P ratio	probability level
The resulting value	0.147	15.21	0.616	0.589	0.632	0.605	0.938	0.000s

The parameters of the model RMSEA, IFI and PRATIO were a good fit.

Discussion and Conclusion

This study aimed to develop a model for managing the harvest in academic years of 2013-2014 at the Department of Education of West Azarbaijan Province. Regarding to the results of research conducted harvest management aspects of education, including 15 dimensions, were consistent with the findings of Nasr- Esfahani (2010) on Appearance. Bahrami-zadeh and Asadi (2010) in the context of synergy. Providing a model for harvest management office of West Azerbaijan province in the first model, two types of questionnaires were prepared, and made it available to managers and directors of schools were integrated determine the validity of the questionnaire used in the research direction. The validity and content validity of the experts were used to confirm the validity of experts. The validity of the confirmatory factor analysis was used to construct. Using confirmatory factor analysis, removed the items appear in the next administration, the compatibility of the two items, the items of the excuses, one item of the apology (the apology), Six items of the claim, the following two side items, one item of the grace and love of the association of eight items, one item after its separation from the rest of the items from the jet name. All statements and related indicators of flattery, Egotistic, Other-increasing, and crowd seemed upside down and all were approved . In order to calculate the reliability, Cronbach's alpha was used; the reliability of all aspects of the questionnaire was confirmed. Other results showed that all variables were impressed after harvest management in the Office of Management Education in Western Azerbaijan province. The studies summarized above, and the result revealed that what was constructed in society changed during the time. Individual perceptions of self and others and others' perceptions were observed of an individual or a community over time as widespread methods, So far there have been a variety of jobs, in addition to these norms and values of a society, An organization or a society also were observed often as a change in the form of different types of audiences during different periods. Harvest has dominated his audience as it sometimes create a positive or negative value or norm in the audience during vary. It required a change in government policies and community values and social norms. In such an environment can significantly affect perceptions of organizational ethical background of social values. Since then, seemed to require a clear understanding of the organization and implementation of understanding management was essential. As was noted in this study, understanding management concerns. Understanding management was a constant challenge in the development of the organization, the most common understanding of the field of understanding management and effective response to this issue was just the beginning of understanding management organizations as the social norms, Audience expectations and the development of organizational and subtle differences in understanding management and accountability was possible. However, at the present juncture when experience has shown that the effects of long-term neglect of understanding management efforts may be even more dangerous than the costs for the organization.

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