

STUDY OF RELATIONSHIP BETWEEN MANAGERS CREATIVITY IN BOYS GUIDANCE SCHOOLS OF UREMIA WITH THEIR PERFORMANCE IN HUMAN AND PROFESSIONAL RELATIONSHIP DIMENSIONS FROM TEACHERS VIEW IN 2009-2010

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ABSTRACT

The goal of this study is to investigate the relationship between manager's creativity and their human and professional performance in the first and second zones of male guidance schools in Uremia. The method of this study was descriptive correlation. The statistical population included all managers in guidance schools of Uremia which equaled 60 participants. Using the Morgan table, the sample size was 52 managers. In this study two kinds of questionnaires were used in order to collect quantitative data for testing research hypotheses. The first questionnaire that is used for measuring the degree of manager's creativity included 40 questions with liker's four scales. The second questionnaire measures managers ' performance in professional and human relationship dimensions, presented by Weiss ka (1989) with a title of managers ' performance evaluation, included 25 questions that 12 questions of this questionnaire related to human relationship dimension and 13 questions related to professional dimension of managers ' performance. Validity of measuring tools was calculated through coefficient alpha method; reliability of questionnaire of manager's creativity equaled 0.83 and questionnaire of evaluation of manager's performance in human dimension is 0.83 and it was calculated in professional dimension as 0.84. The inferential and descriptive statistics were used for analyzing the data. The results showed that there was significant relationship between creativity and professional performance. But its relationship with managers' human performance wasn't significant. Results of this research also showed that there was not any significant relationship between age, education, educational experience and creativity of managers.

KEYWORDS: : management, educational management, creativity, performance in human relationship, professional performance.

INTRODUCTION

Quality of life of a human is indebted to his mind and thought and the mind is in turn based on creativity and innovation. If a person wasn't creative and innovative, he would be involved in iterative process and uniformity in the life cycle, neither changing nor improvement would happen, all human inventions and discoveries, various improvements in various fields are due to human creativity and innovation. It can be said without exaggeration that the distinguishing feature of the world today is the change that no grounds without its effect remain. The change is regarded as value and agents of change are regarded as worthy innovators who make transformations with hope for recovery and more well-being. Thereby any inventions and discoveries, innovation and creativity are the forms of changing and development (Seyed Abbaszadeh, 2006, p. 105).

Since human beings are complicated beings and education and educational managers are associated with human, based on this, it requires its own monitoring and control. The mission of education systems in the context of adaptation to changes is more sensitive and vital than other social organizations. Although education system should be responsive to community needs and cope with it, it is responsible for the major task of planning and creating change in society. So it is obvious that the success of education in adaptation to environment as well as preparing grounds for the change in society depends on the fact that the education system is dynamic enough to make changes and improvements continually and take steps in the direction of creativity and innovation (Sadeghpour, 1993, p. 7).

Addressing creativity and innovation by managers either directly i.e. the implementation of new ideas in the field of administrative - technical or indirectly; it means support of innovation in the organization, creates an atmosphere in that the spirit of doing something monotonous gradually becomes innovative behavior in the organization. This study intends to investigate the relationship between creativity of managers and their performance from the perspective of

teachers in professional and human relations of male secondary schools in Urmia city. Since the management in education system from the school up to the Ministry of Education has a critical role in promoting and achieving goals of education and creative managers and innovators in schools perform better than other managers and their performances can be effective both in professional and human dimensions among teachers and students and finally in improving the quality of education. The results of this study can help education system in order to achieve goals and give the important factors in the selection of managers, because no educational system can achieve its goals without good and creative managers. Shirbeygi, Ghorbanali salami and S. Rajaeepour (2003) conducted a study named as the investigation of developmental needs of managers and their creativity in different grades and schools of Urmia. The results of their research indicated that there was no significant relationship between creativity and educational levels of managers. Poursaeed (2002) in a research investigated the relationship between creativity and scientific progress of new members of university faculty in Iran and he concluded that there is no significant relationship between creativity and degree of education of new members of the faculty. Salaman et al (2005) examined the relationship between creativity of managers and their performance. Studies showed that the creative managers had a higher efficiency in the performance and their subordinate staffs were more influenced by their actions and comments (Vahdat, 2006, p. 81). Many theorists believe that managers should think of measures that lead organizations towards greater effectiveness and optimal and professional human performance and one of the most important challenges of the managers is creativity, and the effectiveness of the organization would not be realized without creative managers. In another attitude many researchers believe that creative people have their unique characteristics and besides other factors such as knowledge, culture, environment, education and training are involved in the development of creative thinking.

METHODOLOGY

The method used in this research is descriptive and correlational. Iraj Soltani's creativity questionnaire has been used to measure creativity and for assessing work performance questionnaire Weiss Ka has been employed (1989).

RESULTS

Research findings:

Before testing the hypotheses to ensure the normality of the main variables, namely creativity, human performance and professional performance, one-sample Kolmogorov-Smirnov test was used.

Hypothesis (1): there is a relationship between the creativity of managers and their performance in terms of human relations.

Pearson correlation coefficient was used to examine the hypothesis that the results are shown in Table 1.

Table (1) correlation coefficient to test the first hypothesis

Variables	The correlation coefficient	The significance level
creativity	0.230	0.102
Human Performance		

As it can be seen, the correlation coefficient between creativity and human performance of managers equals 0.230, and its significance level is 0.102. So the correlation coefficient wasn't significant and there is no significant relationship between these two variables. As a result this hypothesis is not confirmed.

Hypothesis (2): there is a relationship between the creativity of managers and their performance in the professional dimension.

The Pearson correlation coefficient was used to test this hypothesis and the results are shown in Table 2.

Table (2) correlation coefficient to test the second hypothesis

Variables	The correlation coefficient	The significance level
creativity	0.286	0.040
professional Performance		

As seen in the above table the correlation coefficient between managers' creativity and their professional performance equals 0.286 and its significance level is 0.040. Therefore, the null hypothesis is rejected and the hypothesis of the study is confirmed and we can say that there is a relationship between creativity and professional performance of managers.

CONCLUSION

To study the relationship between creativity of managers and their performance in terms of human relationships, Pearson correlation coefficient was used. The calculated correlation coefficients showed the relationship wasn't significant and we cannot say that there is a relationship between the two variables and therefore this hypothesis is not confirmed. This result is inconsistent with salaman, et al (2005) quoted by Vahdat, Babelan (1995), Abdi (2007) and Vahdat (2006) who concluded in their study that creative and innovative managers perform be Pearson's correlation coefficient was used to examine the relationship between creativity of managers and their performance in professional dimension and the result showed that there was a weak significant correlation between creativity and professional performance of managers in human relations. These findings were consistent with the following results of studies such as Pir Khaefi (2004), Vahdat (2005), Seyed Ameri (2003) and Abdi (2007) and shows that there is a quite significant difference between the performance of innovative and non-innovative managers in the professional dimension. The study results of Ruskin and Tureens (1965) quoted by Abedi are incompatible with this research. The results of this study showed that there is no significant relationship between the creativity of the managers and their performance in the dimension of human relations. Based on these results we can say that to increase creativity, managers must take serious decisions to improve their human relations in connection with the educational system and the employees who are working in the system and attempt to develop and improve the conditions for creating innovative organization. Another result of the study showed that a weak significant relationship exists between creativity and performance of managers in the professional dimension. It means that the performance of creative managers in the professional dimension has been somewhat improved. Therefore we can say that creative environment for managers in the light of performance and profession is appropriate to the organizational status in which a manager worked and he had relations with stakeholders.

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