

The Investigation of Leadership Style and Its Effect on Citizens and Staffs in Saderat Bank in Tehran

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Abstract

The purpose of this research is the interaction of leadership style with the behavior of people. In this research independent variable is a leadership style including four parts such as self-consciousness, processing balance, behavior and clearing communication. On the other hand, independent variable is citizens' behavior. The statistical community in this search is all staffs and managers in Saderat Bank in north of Tehran. We also used the Morgan sample method in our researches and finally 103 of staffs and twenty managers were selected randomly. For gathering data, we use questionnaire in leader style and people behavior. Data were analyzed with Pearson and Espearson Correlation Coefficient. The results show that leadership style and staffs behavior had significant relation, so we come to the conclusion that, if managers pay enough attention to the staffs, the leadership style will be effective for staff's behavior.

Keywords: High born leader, Self-awareness, Processing balance, Communicative transparence, Social behavior.

Introduction

We can observe immoral behavior among people and it increases in society now. Some of intellectual people to plan this theory and to get a positive method in society, point it as a leader theory. In fact, high born leader is a response to the lack of values in society and immoral behavior among people. High born leader tries to get the supreme principle of manner. (Armstrong, 2003). Now days' in the world, the leader can play the main role in the society as it is full of stress and tension, his duties are very difficult with this problem, so he needs self-confidence, hope optimistic and helps people with their ideas (Sanobary, 2008). So we need a leader with a big aim to support people, who believes into values and is familiar with whole principle to direct people to values and morals correcting their behavior. In fact leader theory tries to train leaders to show their colleagues how to avoid hypocrisy in their lives and to be honest with people (Adeyemi, 2011).

Review of literature

Mirmohammadi and his colleagues (2012) in their research concerning high born leader and depending job get a conclusion that truth between people is a close relationship between high born leader and depending job. The high born leader influences truth, individual, devotion among staffs. Sobhani and his colleagues (2012) in their research mention the communication between cultural intelligence in university manager in Semnan University and intellectual staffs in high born leader method was not any communicative meaning. Although gender, age, education, have not any communicative meaning too. According to this average, the managers in Semnan University are very intelligent and they are high born leaders. Victoria Refler (2004) investigates the devotion of intellectual managers to the truth or behaviors of organizations while the conclusion of this research is that the manager has high intellectual intelligence rather than staffs. Allen and Etral(2004) in their research with title "Interview structure in credit behavior of organization of assistance manager"

came to the conclusion that organization must evaluate in duty aspect conscience and believe that it is positive communication when the staffs are in close relationship. In this view, Allen research is correct to the devotion of intellectual of social people. Romz and Estral (2005) assessed the understanding of the leader, leader model, self-consciousness, processing information. He believes that high born leader causes to welfare. High born leader causes wealth, happiness, competence in human life. BobShaper(2005), in his research with title “developmental leader function” understand that a high born leader cannot be a fake leader. They are not leaders only for personal reward, but it refers to believes. The high born leaders do their work only meaning values and believes.

Theoretical Framework

Staff's behavior is the first variety which this research pays attention to as this variety tries to show the changing in leader style as a predictable change. The organization behavior is individual or multiple-chose which is not staff's duty and does not recognize directly but improve the effects of organization. (Rezanejat and Estral, 2009). There is no agreement among researchers in the behavior of social people. The most important thing for a researcher is that, friendship, consciousness, brave, purity of people and respect to them combine five aspects that Padsakav investigated in 1990. In this research, variety is high born leader. They know what are they and what they want, know each other, what they think or behave in moral or behavior, knowledge, ability and know themselves or other people too. In this research four things are very important, 1) self- consciousness, 2) processing balance, 3) behavior and 4) clearing communication. By the research has been done in high-born leader we can understand that social people behavior and high born leader can be realized in different aspects.

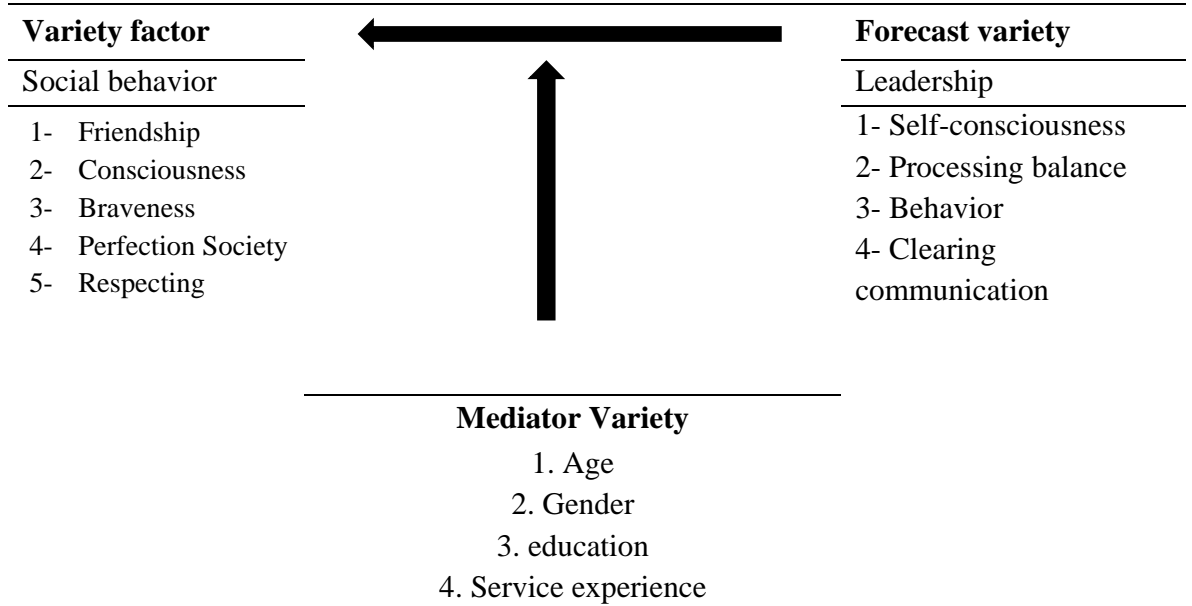


Figure 1: Theoretical Framework trend

Methodology

The aim of this research is functional, because the aim of the measurement is high-born leader style and such leaders’ behavior in Saderat bank in north of Tehran. The main objective of

this studying research is strategy which is based on very simple and some common factors. According to this research, we can point some different studying in high born leader style and their communication with staffs and social people in literature review and then we act research with score studies rather than collect data and some information in Saderat bank. We have two kinds of questionnaires in this research. The first questionnaire refers to high born leader and includes 15 questions for the leader of Saderat bank and second questionnaire refers to 20 staffs according to fifth multiple- questions in Likert view which is very common measurement. In this research we face with two static societies. First statistic leader society in Saderat bank are 28 which including selecting 28 person according to Morgan test and other static society of Saderat bank that having 130 staffs. For confidential of this questionnaire, we used 10 experts in this dominant and at the end they can determine it. In the elementary study, they do research using 20 people during 15 days. They receive other questionnaires which 0.83 high born leader and 0.746 have received this issue. It used Cronbach's alpha method which including 0.82 and social people and 0.82 high born leader was used according to the self- confidence (0.83) processing, behavioral (0.82) truth communication (0.80).

Main Hypothesis

- 1- There is a special relationship between high born leader and Saderat bank's staffs.
- 2- There is a special relationship between processing balance and social people in Saderat bank in north of Tehran
- 3- There is a positive meaning in behavior of staff in Saderat bank in Tehran
- 4- There is a positive communication in social behavior of people in staffs in Saderat bank in north of Tehran.

Results

For analyzing data we should test all data in depending variety to determine the effect of all four parts of high born leadership style on the social behavior of people and staffs. In this section, we used Kolmogorov–Smirnov test to confirm hypotheses.

Descriptive Variables

We should point age variety and gender as more effective in population, educational variety is as other effective changing to the intelligent of leader or social people. Results show that more than 62 % of respondents were men who allocated more answer and more age refers to the 30 or 40%. It also points to more variety to some staffs that working more than 10 years, most of them are BA education and aware some banking information

Table 1: Descriptive variables index

Dimensions	Mode	Median	Mean	Standard. Dev	askew	Kurtosis	Min	Max
Self- consciousness	3.8	3.8	3.8	0.5	0.151	-0.219	2.4	0.5
Processing Balance	3.8	3.8	2.7	0.6	-0.179	0.028	2.2	0.5
Behavior	0.4	3.8	3.8	0.6	0.043	-0.394	2.3	0.5
Clearing communication	0.4	3.9	3.9	0.5	-0.173	-0.309	2.4	0.5
Total (A)	0.4	3.8	3.8	0.4	0.071	-0.004	2.6	0.5
Total (B)	0.3	2.9	2.9	0.8	0.056	0.062	0.1	0.5

According to above table, more average refers to communication (3.9) Standard deviation (0.5) and the less average refers to the processing balance (2.7) with Standard deviation (0.6).

Table 2: Hypothesis Test

Variety	Dimensions	Capacity	Test	P-value
High born leadership	Self- Consciousness	28	0.31	0.000
	Processing Balance	28	0.15	0.02
	Behavior	28	0.25	0.000
	Clearing Communication	28	0.17	0.000
	Resections	28	0.22	0.000
	Total (A)	28	0.10	0.20
Social behavioral staffs	Total (B)	103	0.24	0.000

Main hypothesis test

There is a special relationship between high born leader and social people behavior in Saderat bank in Tehran. The result of Pearson and Espearson show that has an especial meaning between high born leader and staff's behavior. ($P > 0.05, r = 17$). The result of this search shows that between varieties there is direct and positive communication so, null Hypothesis is rejected and research hypothesis is accepted.

Second hypothesis: There is a special relationship between processing of manager and social staffs in Saderat bank in north of Tehran. The result of Pearson and Espearson coherence test shows, there is not any relationship between processing balance between managers and social people, so the null Hypothesis is accepted and research hypothesis will be rejected.

Third hypothesis: There is a special relation between manager behaviors and Saderat bank in north of Tehran. The result of Pearson and Espearson research shows that, there is especial meaning between manager behaviors and Saderat bank in north of Tehran ($p > 0.0, r = 181$). It is positive coherence so null hypothesis is rejected then research hypothesis is determined.

Table 3: Kolmogorov-Smirnov test for normality subscription

Hypotheses	Pearson		Espearson		Conclusion	
	Correlation Coefficient	p-value	Correlation Coefficient	P-value	Relationship	Kind of Relationship
High born leadership-Staff's social behavior	0.352	0.02	0.36	0.023	Yes	Direct
Self- Consciousness-Staffs social Staffs	0.154	0.03	0.178	0.01	Yes	Direct
Processing balance-Staffs social behavior	0.42	0.14	0.16	0.15	No	-
Behavior-Social behavior	0.330	0.015	0.181	0.021	Yes	Direct
Clearing communication-Social behavior	0.28	0.18	0.46	0.49	Yes	Direct

Forth hypothesis: There is especial meaning between social behavior and Saderat bank in north of Tehran. The result of Pearson and Espearson research show that, it has special meaning between manager behaviors and Saderat bank in north of Tehran ($p>05.5$)($r=0.46$).It is positive coherence so null hypothesis is rejected then research hypothesis is determined.

Conclusion

This research refers to the high born leadership style four components including self-confidence, processing balance, behavior and clearing communication which may be the key success in organizations and for managers. We also must pay attention to the social behavior of people with different styles of behavior, obeying to their role in organization, developing positive ideas, sympathizing with people problems. So, according to this research, it helps to make theoretical base of organization, to maintain social behavior in organization, inspiring new ideas. In addition, according to the result of this research there is a special relationship between the leadership style and staff's behavior which Pearson and Espearson test has shown.

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