



## Review The Managers' Happiness and its Relationship With Transformational Leadership in Credit and Financial SamenAlhojaj Institute of Sabzevar

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### ABSTRACT

*The purpose of this study is to evaluate and measure the managers' happiness and its relationship with transformational leadership in Credit and Financial SamenAlhojaj institute of Sabzevar city.*

*In the present study the fundamental question is issued whether there is a significant relationship among the identification of the relationship between happiness or transformational leadership among the directors of credit and financial institutions SamenAlhojaj or not? And whether the proposed assumptions regarding the components of happiness impact on transformational leadership or not? It has been attempted to identify the affecting factors on the transformational leadership.*

*Branch's directors and officers of the credit and financial institutions SamenAlhojaj of Sabzevar city were the population in this research. The sample size is 90 people. And method of data collecting in this research is a descriptive - survey.*

*In this study, method of data analysis was quantitative and was done by using correlation and indicative statistics*

*Cronbach's Alpha of the present study was calculated using the software spss 0/95.*

*The results indicate that direct connection is established among the components of happiness and transformational leadership in the credit and financial institutions SamenAlhojaj .*

**KEYWORDS : managers' happiness, transformational leadership, SamenAlhojajInstitute**

### Introduction

This study investigated the relationship between the components of happiness and transformational leadership in financial and credit institutions SamenAlhojaj.

Arguably, the improvement of environmental conditions leads happiness and mental health and employees' comfort that the interests a proper working environment can represent to items such as costs reduction, reduction of absenteeism from work due to illness, achievement to the ideal level of productivity and increasing the employees' comfort[1-6].

Therefore, it seems necessary that in the present world organizations to survive and achieve competitive advantage in the market has coordinated itself with rapidly transformation and changing and to update the both dimensions hardware and software. In this way changes in management practices and organization leadership and create various dimensions of motivation is inevitable on employee.

Since happiness having components such as mental and occupational security, justice in organization, interact with colleagues, organization flexible structure, positive thinking, learning, self-unfurl, participate in organization, meaningful work and interested in work create an intimate and balanced relationship in the workplace[6-12].

On the other hand, transformational leadership with having the components of idealized influence, inspirational motivation, intellectual stimulation and individualized consideration, regard to and support of the fans is going to driven the level of their needs to psychological needs such as self-respect and self-actualization and take the step to create an environment of creative and motivated in order to increase more efficiency of organization, so it is necessary an organization with happiness components can take the step towards transformative management a very good way and by correct understanding of the staff inner needs be effective to improve the management of human resources and also achieve organization goals.

The main objective of this study is to identify the relationship between happiness with transformational leadership among managers of credit and financial institutions SamenAlhojaj to achieve this aim secondary objectives include identifying the relationship between self-unfurl, learning, positive thinking, interested in work, cooperate, significant difference between work and interaction with colleagues, job security, justice and the flexible structure of organization is defined with the transformational leadership of managers financial and

credit institutions SamenAlhojaj.

The research method in this study is description of correlation and the purpose with practical nature.

The staff of the branches of financial and credit institutions SamenAlhojajSabzevar city are the population of the research. 40 patients were selected among them as sample size. Way of data collection also in this study is descriptive – survey.

### Variables:

Independent variable: independent variable in this study consisted of happiness (including the ten components self-unfurl, learning, positive thinking, interest in work, participation, meaningful of the work, interact with colleagues, security, justice in organization, the flexible structure).

Dependent Variable: This study includes transformational leadership (idealized influence, inspirational motivation, intellectual stimulation and individualized consideration).

The main hypothesis: there is a relationship between the freshness, self-unfurl, learning, positive thinking, interest in work, participation, meaningful of the work, interact with colleagues, job security, justice and the flexible structure of the organization with transformational leadership among managers directors financial and credit institutions SamenAlhojaj.

### Data analysis

The study used a standard questionnaire of transformational leadership style and freshness which has necessary validity and reliability. Method of the data analysis has been tested of quantitative type and using inferential statistics and spss software. Also Cronbach's Alpha of present study was calculated using the software spss 0/95.

### 3.The practical results and recommendations

#### Strategies for the first hypothesis:

Self- unfurl in the institute recommended to increase the variable. Managers and employees must explicitly express information about their feelings and interests and if they want to set healthy relationships with other employees, they should not be afraid of sharing information with others.

#### Strategies for the second hypothesis:

1 . Since the factor of the ideal influence has more important and the

highest correlation with organization learning rather than the other factors, so these following suggestions are useful to develop this factor:

- Employees should be encouraged through emphasis on the vision and mission of the institution SamenAlhjj and empower people to support of organizational change based on done information.
- Leaders should create the commitment to the goals on its followers through of establishing a vision and connects employees together and cause to fulfill their deepest desires and achieve their goals.
- Leaders must encourage the followers by creating an atmosphere of trust and respect to consider use of all resources available, ways and means of getting internal and external information and ethical implications of their decisions.
- Create a healthy competitive environment for the development of the potential capacity of staff by providing spiritual and material rewards to superior individuals and groups and finally, it is recommended leaders can create an environment of trust and partnership through establishing culture of organizational learning which members of the organization involved in the creating of landscape.

#### Strategies for the third hypothesis:

- Managers should feel good about the institute employees and know them well, wise and valuable.
- Managers use positive statements by staff in daily speech and behavior.
- Look to the problems as a benchmark to assess their ability and do not predict a poor outcome.

#### Strategies for the fourth hypothesis:

- Managers who desire faith and committed staff to work first must be committed themselves and should pay full attention to their employees and they shouldn't consider themselves in superior position to others.

#### Strategies for the fifth hypothesis:

- If the manager of the institute is a person who will gain an advantage so quickly but he does not follow any particular order, the participatory management due to the slow and long-term issues cannot be effective.

Managers of the institute should share the truth with their employees and don't leave them in the dark, as negative factors such as mushrooms grow in these conditions which are highly toxic and lethal when everyone is aware of the necessary information, they make decisions in line with the manager. But if they do not have the necessary information, it may be the wrong decision.

If there are very friendly conditions, the manager needs a very open relationship with employees, in this case to have participatory management should "talk" with employees rather than being a single talking.

Note that participatory management is not necessarily the fastest way to get results, but it's the best way to achieve successful results.

Spend a little time for the opinions of others will lead to more effective decision-making.

It is recommended that the managers of the institute do not consider too formal and solemn themselves. Self-confidence is so important in collaborative systems, but attend of people around must also be considered.

When the manager encounter to others with the open face, the individual characteristic of the communication channels will open to him and he will profit from this and if he gives importance to others, he will attract their loyalty.

It is recommended to give rewards to active employees who participate in the affairs of the institute.

#### Strategies for sixth hypothesis:

- Employees should consider themselves worthy in the institute and know themselves the partner in institution success and progress.

#### Strategies for seventh hypothesis:

- The managers of the institute should provide a background to convert the tacit knowledge into the obvious knowledge through dialogue and exchange of views.

#### Strategies for the eighth hypothesis:

- Since there are meaningful relationship between transformational leadership and job security of staff, so in this case recommended to inform correctly through: meetings, speeches, brochures and domestic magazines and . . . .
- Due to the increased sense of job security on staff can lead: improving employee and organization productivity, reducing costs, improving quality, the more positive attitude to work, improving the skills, the more intimate collaboration in the workplace, dynamic management, optimum utilization of manpower, etc., thereby considering the results of the study on improving sense of job security on employees is necessary.

#### Strategies for the ninth hypothesis:

It is recommended to modify continually the organizing of employee performance evaluation in order to establish justice in the organization and give rewards based on the results of the evaluations that the employees who perform better, obtain more results.

#### Solutions for my hypothesis

Converting decreased organizational levels and institute to flat organization is recommended to create a flexible structure.

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