



Presenting an exploratory model of the components affecting effective leadership and examining its effect on the employees' job performance of a governmental organization in Iran

Raziyeh Mousavi^{1*}, Mohammadhasan MazarAtabaki²

^{1*}- Department of Management, Ferdowsi University of Mashhad, Mashhad, Iran
Graduate School of Management and Economics, Sharif University of Tehran, Tehran, Iran

Abstract

Education is one of the state organizations of any country and it needs committed and responsible teachers and staff to carefully implement development programs and progress. In this way they can stay in the organization and prevent re-spending, and do more useful work in their jobs and tasks equally. Effective leadership is one of the most important factors influencing job performance, so the aim of this study is to investigate the impact of effective leadership and its components on teachers' job performance. The present research is applied research in terms of goal and is considered as a survey research in terms of data collection. The statistical population of the study is included 163 teachers who are selected by non-probability sampling method. Necessary data are collected by standard questionnaire and exploratory factor analysis and Partial least squares (PLS) are used to analyze the data obtained from the distributed questionnaires. The results showed that the effect of self-assessment and inspiration on effective leadership is not significant and also the effect of inspiration and coaching on contextual performance and job performance is not confirmed. Other hypotheses have been significant and confirmed.

Keywords: Job Performance, Effective Leadership, Education, Exploratory Factor Analysis, Partial least squares (PLS)