

RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP AND REDUCTION OF BURNOUT AMONG EMPLOYEES OF GREATER TEHRAN FOUNDATION OF MARTYRS AND VETERANS AFFAIRS

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Abstract:

The purpose of this study is relationship Analysis between Transformative Leadership and Low yields between Martyr Foundation Staff And Veterans Great Tehran .the research method in this study is type of application and its method type is descriptive. statistical population in this study have formed All persons that work in offices total office martyr foundation and veterans great Tehran in 2013 that were 917 person. The questionnaire was distributed and was used of kolmogorov test and was determined that data distribution is normal. in this study was used of Descriptive Statistics for Organizing, Summarize, scores Raw Classification and Data's description. Koronbakh alpha Coefficient Was used for Questionnaires Internal Stability Estimate , kolmogorov test and pierson Solidarity Coefficient. Significant level in this study is 0.05. As a result of this investigation: 1. There was a significant reverse correlation between Transformative Leadership and decreasing returns.2. There was a significant reverse correlation between Transformative Leadership and Emotional Exhaustion.3. There was a significant reverse correlation between Transformative Leadership and decrease Efficiency Personal Performance.4. There was a significant reverse correlation between transformative Leadership and character Metamorphosis. All listed analysis done using the spss Software.

Keyword: Emotional Exhaustion, job Exhaustion, decrease Efficiency Personal Performance, Transformative Leadership.

Introduction:

New century, new waves of change has brought with it. Organizational environment is more dynamic than before and Caused Until organizational are Followed by Answers for it dynamic. To the success and even survival In such an environment, it is essential. Organizations Moved towards flexibility, Mobility and Evolution and Avoid of Inertia(jamshidian&yazdanshenas,2008). Management and Leadership Static and dynamic cannot Continue Long time, Or it wave will Sinks and or Vessel of this management and leadership Remains mired in the mud and Finally Many views of Other theorists Like tafler , shoan (1971) and berg koobest (1993) also say that today's organizations cannot Stop process and changes speed, but can only to become skeptics, volatility and instability to Opportunities for learning .for To deal with this uncertain environment

and Constant changes, Is required to People in leadership roles. Transformative Leadership is As One of Leadership Paradigms in Organizational Psychology That is Causing smth Subordinates' satisfaction research(Ansari & teimoori 2007).

Statement of Problem:

Present age is named change age and severe developments. Different organizational is located in path this changes and they forced that adapt Their With this change and Rapid and unprecedented changes for durability And there to update According to hardware Changes , software and manpower. On the other hand, human resources are the most valuable asset of any organization because other factors, such as Technology, capital, and is dependent to Human Resources. Despite new technical advances no factor could be replaced Manpower and Man is posed as A key factor in organization and Due to this Thread Management should strive to until well knows this capital and developed Her talents.(Alvani,20,2005).But some times , organization management not used properly of this human resources and staff are affected to job burnout Because of the stress and Severe stress Due to the nature, type and conditions of work. Negative factors in the workplace Like; burnout would be tolerable if be a positive factor with their. In other words , Improved management and leadership styles can decrease Feelings of staff job burnout And its complications. Organization managers and leaders by Knowing of this relationship try that to be used of all work force power and be provided Possibility of growth and Flourishing Organization and Personal development of workforce. This effort makes that In addition to providing staff mental health , Improve Their performance In order to achieve organizational goals. Here that Changes in management practices and organization Leadership is An inevitable because Traditional methods of managing and Leadership has no effect In today's dynamic and changing conditions (Litwood,1992.liontoz 1992). This is reason the Discussion of change management in organizations Has become more important than before. Leader subject play a significant role in here. Organizations today Need to leaders that they can to make commitment and necessary enthusiasm in subordinates to make for use of all their talents and abilities. Such leaders are called Transformative leadership. (Berenz ,1987.SHemer Horan,1996.Rabina,2008.Bes&Estid Lemir1998.Rabinz & Kolter,1999.Kelvin , 2002). The purpose of the research is Relationship Between transformative Leadership Style And decrease Burnout Martyr Foundation Staff And Veterans Great Tehran. Based on the results obtained is answered to main question that« Is there a significant relationship between transformative leadership and burnout».

Hypothesis: Research

The main hypothesis: There is a significant relationship between transformative leadership and burnout.

Secondary research hypotheses are:

Hypothesis 1 : There is a significant reverse correlation between transformative Leadership and Emotional Exhaustion.

Hypothesis 2 : There is a significant reverse correlation between transformative Leadership and decrease Efficiency Personal Performance.

Hypothesis 3 : There is a significant reverse correlation between Transformative Leadership and character Metamorphosis.

Transformative leadership :

Transformative leadership say to the kind of leadership that in it have leaders a gift from God. For him, transformational leader is person that Enables its Followers , to them have Motivates and Encouraged people So instead of personal interests Adherence of collective goals. transformative leadership dimension that Confirm it Most researchers are : Idealized influence , Inspiration motivation , Encourage intellectual, Personal considerations.(Bess.1997,Amram 2005,Moghli)

Burnout : The term burnout Was introduced For the first time in 1970 by forodneberger .He job Burnout Defines type of despair status and fatigue that due to of Professional relationships that expected rewards can not to make. Maslach job burnout defines type of psychological syndrome that is included emotional exhaustion , depersonalization and Reduced of personal achievement sense that more between Experts that Working with others In challenging situations (Maslach 1982). Maslach Provided Three dimensions for job burnout Measure that is Include : Emotional exhaustion , personality Metamorphosis and Lack of personal success.

Research Method: Aims this research is Applied and its method is descriptive. statistical population in this study have formed All persons that work in offices total office martyr foundation and veterans great Tehran in 2013 that were 917 person. For collect this study data was used of Questionnaire . For determining the sample size was used Cochran's formula. Data is collected through field research. Sampling method in the study was available. Transformative leadership Questionnaire Prepared by Using the scale « Multifactor Questionnaire transformative leadership»(by Bas and Avliv 1994).

Data Analysis:

The main hypothesis: There is a significant relationship between transformative leadership and burnout.

Table (1 – 5) : correlation coefficient between transformative leadership and burnout

Variables	Number	Correlation coefficient(R)	coefficient of determination (R ²)	Significant level	Result
Transformative leadership and burnout	220	0. 368-	0.135	0.000	Confirm of hypothesis

According to table (1 – 5) and Check it , we can say that There is a relationship between transformative leadership and burnout. Solidarity intensity between them is -36.8 % , it is Represent Reverse relationship between 2 Variable transformative leadership and burnout .also

can say that Effects of transformative leadership on Burnout is Reverse and Significant and confirms it.

Subsidiary Hypothesis 1 : There is a significant reverse correlation between Transformative Leadership and Emotional Exhaustion

Table (2 – 5) : correlation coefficient between Transformative leadership and Emotional exhaustion

Variables	Number	Correlation coefficient(R)	coefficient of determination (R2)	Significant level	Result
Transformative leadership and Emotional exhaustion	220	0. 342-	0.116	0.000	Confirm of hypothesis

According to table (2 – 5) and Check it , we can say that There is a relationship between Transformative leadership and Emotional exhaustion .Solidarity intensity between them is -34.2 , it is Represent Reverse relationship between 2 Variable Transformative leadership and Emotional exhaustion. Also can say that Effects of transformative leadership on Emotional exhaustion is Reverse and Significant and confirms it.

Subsidiary hypothesis 2 : There is a significant reverse correlation between Transformative Leadership and decrease Efficiency Personal Performance

Table (3 – 5) : correlation coefficient between Transformative leadership and Decreasing returns of private operation

Variables	Number	Correlation coefficient(R)	coefficient of determination (R2)	Significant level	Result
Transformative leadership and Decreasing returns of private operation	220	0. 307-	0.094	0.000	Confirm of hypothesis

According to table (3 – 5) and Check it , we can say that There is a relationship between Transformative leadership and Decreasing returns of private operation .Solidarity intensity between them is -30.7 , it is Represent Reverse relationship between 2 Variable Transformative leadership and Decreasing returns of private operation. Also can say that Effects of Transformative leadership on Decreasing returns of private operation is Reverse and Significant and confirms it.

Subsidiary hypothesis 3 : There is a significant reverse correlation between Transformative Leadership and character Metamorphosis

Table (4 – 5) : correlation coefficient between Transformative leadership and character Metamorphosis.

Variables	Number	Correlation coefficient(R)	coefficient of determination (R ²)	Significant level	Result
Transformative leadership and actor Metamorphosis	220	0.292-	0.085	0.000	Confirm of hypothesis

According to table (4 – 5) and Check it , we can say that There is a relationship between Transformative leadership and character Metamorphosis .Solidarity intensity between them is - 29.2, it is Represent reverse relationship between 2 Variable Transformative leadership and character Metamorphosis. Also can say that Effects of Transformative leadership on character Metamorphosis is Reverse and Significant and confirms it.

Conclusions:

Based on results of it research staff job burnout more Is related to Personal Success absence dimation . Staff knows reason failure of own in Lack coordination between own Strengths and Received amount .also one of factors that adjustment is Burnout is Social support that is Included Emotional support, informational support, Financial and evaluation support. So Insufficient financial support of staff can be One of the factors that Cause further job burnout. Finally forasmuch as was faced martyr foundation staff and veterans with stressors and were suffering from job burnout , The results of this research can be used in organization jobs and authorities careful to factors that causing smth impaired in mental health staff .Organization managers also by aware of the results of this study can reduce incidence of occupational stress and job burnout with proper communication and favorably with employees and their support and creating the right environment for Continuation staff job activity . Various studies results have shown Social support and managerial roles in the workplace As an important factor to be applied In reducing the detrimental effects of job burnout and Nota bane to Complications due of Stress like depression and reduced quality of work and absence and avoid of Those who refer . And during discussions with staff , Are asked these factors exist and offer solutions.

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