

INVESTIGATE THE RELATIONSHIP BETWEEN GENDER, AGE, FIELD OF STUDY AND PERCEIVED QUALITY OF LMX AMONG FACULTY MEMBERS

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Abstract

The purpose of this study was to investigate the relationship between gender, age, field of study and perceived quality of LMX among faculty members. The research method was descriptive (correlation) and the population consists of all faculty members of Islamic Azad University, region 2 (N= 1450). With stratified random sampling method and Proportional to population size, 318 subjects were selected. The data gathering tool were questionnaire. Statistical methods were used to analyze data are the Pearson correlation. The results showed that relationship between gender, age and field of study with perceived quality of leader-member exchange among faculty members in Islamic Azad University are significant.

Keywords: perceived Quality of leader-member exchange, gender, age, field of study.

INTRODUCTION

The study of interpersonal relations is focus of theory and research in a wide range of disciplines (Sanchez, 2002). In the meantime, leadership in the organization is important and one of the areas of research and experience in the field of organization and management studies. Effective leadership is so important that, to ensure the achievement of organizational goals, is needed at all levels (Chong, 2001).

The emergence of leader-member exchange theory, confirmed this fact that leaders really behave in different ways with their subordinates. Leaders to create a different kind of relationship or exchange

with each subordinate (Manzony and Barsvyks, 2003). Quality of leader Relationship, are linked by subordinates performance and other important individual and organizational results. Based on the leader - member Exchange theory, leaders not to be a similar style to deal with all of his subordinates but make a different relationship or exchange with any subordinate (Graen, Novak and Samrkamp, 1982).

In studies conducted in this area it was found that some of the leaders were treated to a variety of approaches with members, By some of them as residents trustee (in group members) and by others as people paid (out group members) were treated. In group Individuals benefited more benefits than out group members in touch with work (Dansrov, Yamarinov and Markham, 1995).

In recent decades, many of the industrial-organizational and management psychology experts have strongly interest in the scope of organizational commitment. Organizational commitment can have desirable and undesirable results for the individual and organization (Amiri, Et al, 2013).

A number of studies have also shown that a reduction or fluctuation occurs in organizational commitment, is the result of leadership relations quality. A clear approach to the study of the interrelationships of the organizational hierarchy have been developed based on the findings of Dansreau and colleagues, is the leader - member exchange. This approach stipulates that satisfaction and performance in work groups and organizations depends to quality of leader - member exchange (Forsyth, 1999).

Several studies on the leader - member exchange shows that the quality of relationship between leader and members in organization affects the surface of member's functions. The logic behind this claim is that Subordinates benefit from the high leader - member exchange perhaps better act because of the growing support, feedback, Resources and opportunities presented to them (Kim and escoter, 2002; Graen, Novak, Sammerkamp, 1982). Furthermore, people suffering from depression often have problems in their social activities (Ahangar, et al, 2013). Some studies have found evidence to support the idea that the subordinates benefit from the high leader - member exchange to far more than those with Lowe Leader - member exchange, are participating in the cooperation (Kim and escoter, 2002; Graen, Novak, Sammerkamp, 1982).

Therefore, in this study we sought to assess the mediating role of gender, age and field of study in perceived quality of leader-member exchange among heads of departments and faculty members in the Azad University, region 2.

So, the hypotheses of this study are: 1- there is a significant correlation between gender and perceived quality of leader - member exchange among faculty members in the Islamic Azad University (region 2). 2- There is a significant correlation between age and perceived quality of leader - member exchange among faculty members in the Islamic Azad University (region 2). 3- There is a significant correlation between field of study and Perceived quality of leader - member exchange among faculty members in the Islamic Azad University (region 2).

METHODOLOGY

The present study is an applied and descriptive (correlation type) research. The study sample consisted of all faculty members in Islamic Azad University, region 2 (N=1450). With stratified random sampling method and Proportional to population size, 318 subjects were selected. As can be seen in table 1, the distribution of faculty members by gender in Islamic Azad University, Region 2 is referred:

Table 1- the distribution of faculty members by gender

Gender	frequency	percent	Cumulative frequency
Male	220	69.2	69.2
Female	98	30.8	100.0
Total	318	100.0	

Data of above table shows that 220 faculty members (2/69 percent of the total) were male and 98 patients (8/30 percent of the total number) are women.

The distribution of faculty members by age in Islamic Azad University, Region 2 is detailed in table 2:

Table 2- the distribution of faculty members by age

	n	Minimum	Maximum	Mean	SD
Age	318	25	65	39.11	7.323

The data in Table 2 show that the minimum age for faculty members (25 years) and maximum age (65 years), as well as faculty members with an average age of 39/11 years and SD age distribution of faculty members is 7/323.

Also, the distribution of faculty members by field of study in Islamic Azad University, Region 2 is detailed in table 3:

Table 3- the distribution of faculty members by field of study

Field of study	Frequency	Percent	Cumulative frequency
Human sciences	120	37.7	37.7
Engineering	86	27.0	64/7
Agriculture	38	11.9	76.6
Science	74	23.3	100.0
Total	318	100.0	

According to the above table, 120 faculty members (37/7%) in the human sciences, 86 patients (27/0%) in the fields of Engineering, 38 (11/9 percent) in the field of agriculture, and 74 patients (23/3 percent) are working in the field of science.

In the present study, the main tool for gathering data is questionnaire. The Questionnaire has been used to assess the perceived quality of leader-member exchange was LMX-MDM scale that is made by Maslyn and Liden (1998).

To calculate the reliability of the current studies questionnaire, Cronbach's alpha is used, the alpha value calculated for the LMX-MDM questionnaire are 87.5 percent.

RESULTS

Hypothesis 1- there is a significant correlation between gender and perceived quality of leader - member exchange among faculty members in the Azad University (region 2).

Table 4 - Correlation between gender and perceived quality of leader - member exchange.

	Quality of LMX	Gender	
Quality of LMX	1,000	0,459 0,000	Degree of correlation p.v
Gender	0,459 0,000	1,000	Degree of correlation p.v

As is clear from Table 4, the correlation between gender and perceived quality of leader - member exchange is 45.9 percent; and p.v = 000.0 being smaller than $\alpha = 0.05$ is an indication that the correlation is confirmed. So, in general we can say that there is significant relationship between gender

and perceived quality of leader-member exchange among faculty members in Islamic Azad University, region 2.

Hypothesis 2 - there is a significant correlation between age and perceived quality of leader - member exchange among faculty members in Islamic Azad University, region 2

Table 5 - Correlation between age and perceived quality of leader - member exchange.

	Quality of LMX	Age	
Quality of LMX	1,000	0,637 000,0	Degree of correlation p.v
Age	0,637 000,0	1,000	Degree of correlation p.v

As is clear from Table 5, the correlation between age and perceived quality of leader - member exchange is 0,637 percent; and p.v = 000.0 being smaller than $\alpha = 0.05$ is an indication that the correlation is confirmed. So, in general we can say that there is significant relationship between age and perceived quality of leader-member exchange among faculty members in Islamic Azad University, region 2.

Hypothesis 3 - there is a significant correlation between Field of study and perceived quality of leader - member exchange among faculty members in Islamic Azad University, region 2.

Table 6 - Correlation between field of study and quality of leader - member exchange.

	Quality of LMX	Field of study	
Quality of LMX	1,000	0,691 000,0	Degree of correlation p.v
Field of study	0,691 000,0	1,000	Degree of correlation p.v

As is clear from Table 6, the correlation between field of study and perceived quality of leader - member exchange is 0,691 percent; and p.v = 000.0 being smaller than $\alpha = 0.05$ is an indication that the correlation is confirmed. So, in general we can say that there is significant relationship between field of study and perceived quality of leader-member exchange among faculty members in Islamic Azad University, region 2.

CONCLUSION

One of the most important resources in any organization, which is undoubtedly the main axis of development, is indeed human resources that encompass a collection of individuals with myriad needs (Bagherian, 2004 quoted Mohammadkhani, 2009). They will work their Talents, abilities and skills to serve their respective organizations, If elimination their needs and have enough motivation (Carmeli 2003, Golman ET, al 2002, quoted Mohammadkhani, 2009).

Thus, guidance and leadership in different levels of university, as a social organization with unique features, needs strong educational leaders. With this interpretation, present study aimed to create a fundamental and effective change in the patterns of academic leaders in area of human interaction, and seeking to design a new ways and provide a systematic framework to improve the engagement of managers with staff of the Islamic Azad University.

This study examined three hypotheses upon which the following results are obtained: there is significant relationship between gender, age and field of study with perceived quality of leader-member Exchange among faculty members in Islamic Azad University, region 2.

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