

Analyzing the native characteristics of positive-oriented leadership for managers department heads of public universities in Tehran

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ABSTRACT

The purpose of this article is to analyze the components of positive leadership for department heads. By use of qualitative approach, purposeful and snowball sampling method was used to select people for research interviews. Interviews reached to saturation by 15 samples. Interviews were classified by use of three phases of qualitative coding system, namely open, axial and selective coding. Samples were selected from among the faculty members of Kharazmi University, Tehran University, Allameh Tabatabai University, Farhangian University, Higher Education Research and Planning Institute. The research showed 131 open components for positive leadership of department heads. It can be classified into, 3 selective dimensions, and, 12 core dimensions that include personality characteristics (individual characteristics, social characteristics), professional ethics (research ethics, educational ethics, managerial ethics), leadership and management skills (transformational, politician, improving quality and increasing efficiency, human resource management, communication skills, teamwork, international relations and marketing).

Keywords: Department heads, Education group, Positive leadership, University.



Introduction

Department heads have the lowest management level in the universities. Since they have a common field among group members, they can make close relations with them. They are aware of the technical issues of the group members, and are familiar with the issues and problems of the faculty members; therefore, they can have significant effect on their group members. Also, they can create positive working relationships among the group members. The research showed 131 open components for positive leadership of department heads.

Methodology

By use of qualitative approach, purposeful and snowball sampling method was used to select people for research interviews. Samples were selected from among the faculty members of Kharazmi University, Tehran University, Allameh Tabatabai University, Farhangian University, Higher Education Research and Planning Institute. Interviews reached to saturation by 15 samples. Interviews were classified by use of three phases of qualitative coding system, namely open, axial and selective coding.

Findings

The research showed 131 open components for positive leadership of department heads. It can be classified into, 12 core dimensions, and 3 selective dimensions, that include personality characteristics (individual characteristics, social characteristics), professional ethics (research ethics, educational ethics, managerial ethics), leadership and management skills (transformational, politician, improving quality and increasing efficiency, human resource management, communication skills, teamwork, international relations and marketing).

Conclusion

This research, therefore, indicates that the responsibility of the department heads should be much broader than the administrative duties, and use of a positive leadership model among university managers is necessary. Applying a positive leadership model leads to the improvement of performance and the creation of a positive atmosphere, as well as increasing open and extensive communication.

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