

The study of Relationship between good Governance with Transformational Leadership (Case Study of Tehran West Asset Administration)

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ABSTRACT

This study with aim of evaluation between the relationship and good governance with transformational leadership will scrutiny this factors and try to present solutions and suited solutions to ideally lead .The study is following this question that to what extent accountability , participation, transparency, rule of law and citizenship rights observance will have impact on transformational leadership. The study is descriptive – survey and with viewpoint of practical purpose .Statistical community encompasses all people who visit the administration of the West Tehran Asset .Population size is infinite and thus to select sample ‘Cochran formula’ is used and population size obtained $n=384$. To this end 405 questionnaires were distributed that at last 395 questionnaires were returned. In order to investigate this relationship, two types of questionnaires of good governance and transformative leadership were distributed and for response that , set-point Likert is used .In order to analyze the data , various test sample included Kolmogorov – Smirnov ‘s test and pearson and regression model are used. The test results show that except public participation index, all indicators of good governance including accountability, transparency, rule of law and citizenship rights influence transformational leadership.

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INTRODUCTION

Good governance is interested and raised issues in different scientific fields such as economics, political science and development. Today there is a consensus in the international organizations that instituted development is good governance. One of the most important topics and yet new since 1980s onwards in the development literature is issue of good governance. A new century has brought new waves of change with it. Organizational environment is more dynamic than before and has caused organizations seeking to find answers to these dynamics. It is necessary to success and survival in such an environment that organizations move towards flexibility, dynamics and evolution of motion and avoid stagnation.

Problem Statement:

One of the important issues and new at the same time from the 1980s to the development proposed in the literature, the issue of good governance. This subject is especially in developing countries and in the establishment and institutionalization of civil society has a special place. Governance is the new idea that has replaced the concept of the government. For smoothing the context of transit realization from Governmentalism to good governance requires new training for creating and consolidating the rule of law and civil rights, consensus-oriented, participation, accountability, transparency, efficiency and effectiveness that the necessity of obtaining is clear to citizens and managers and brokers. Achieving good governance is ideals of the countries that have concluded that their goals can not be achieved without proper leadership. Transformational leadership refers to the kind of leadership that leaders have a Godsend and prepare spiritual motivation and special attention for their followers and with influence on their hearts, guiding them. Transformational leadership create a vision of a dynamic organization that often necessitate a change in cultural values to reflect further innovation. Transformational leadership is also seeking to establish a relation between individual and collective interests to allow subordinates to work for transcendental goals.

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Transformational leadership are effective for several reasons: they are able to unite both owned followers and change goals and beliefs of the followers. Transformational leadership present a video from a future perspective to their followers. Because such leaders are able to form a clear and requirement's vision, maybe are able to motivate employees to participate in its prospects. Transformational leadership ferment subordinates to do too work unexpected. Model of transformational leadership rather than focusing on the personal characteristics of a leader, more focus on what the leader does. However, it seems in developing countries like our country are forced to use good governance model to solve management problems. This research is trying to analyze transformational leadership's root beyond wisdom and form factors with a new approach and check the issue with large and comprehensive vision. In this regard, the analysis of the relationship between transformational leadership and good governance is paid. In this context ,model of good governance as a new paradigm model is introduced for improving transformational leadership and increasing health of administration and explain the relationship between model and development. In Tehran city, in the areas of economics and finance widely schemes done, what is certain explained indicators have had a great impact in good governance and gave a lot of revenue to many rulers, managers, and the people. The main goal is to investigate the relationship between good governance with transformational leadership (Case Study in West Tehran asset administration) and whether good governance happened thereby with improving its index is leading to organizational change. If it characterized that the independent variable is good governance and the dependent variable is transformational leadership. In this study, this question Proposes that to what extent good and pleasant governance improves the transformational leadership's performance ?

Research objectives:

Given that any scientific research follows goals, therefore, the mentioned research's goals are as follows:

- 1 Identify the relevance of good governance with transformational leadership
 - 1.1 identify the relevance of transformational leadership participation platform
 - 1.2 Identify the level of accountability associated with transformational leadership
 - 1.3 identify the relevance of transparent management with transformational leadership
 - 1.4 Identify the communication law transformative leadership
 - 1.5 identify the relevance of citizenship rights with transformational leadership

2. *Offer suggestions and practical solutions to create good governance with transformational leadership:*

Although the issues of good governance and transformational leadership are perceived, But usually the case is seen by macro view seen. For this reason, most of these articles and posts despite of having a large content hasn't enough depth in mentioned problem. For this reason, The present study is trying to explore limited scope with enough depth. A summary of the done research in this field has given in Table 1:

Table 1: Investigations

Name a researcher	As research	The population	The most important findings
Behzad Ghorbani Darabad	Good governance and the rule of evaluation in government and constitution of the Islamic Republic of Iran (1384)	Public Law students	Principle of separation of powers and the interaction
M. Abbas Pour	Organizational factors affecting corruption in government offices city anymore (1385)	City government offices anymore	Rights and benefits
E. Malekipour	Correlation analysis of good governance and sustainable urban development planning program □(1388)	Isfahan Municipality	Increased urban development
A'layi Ardekani	The relationship between the orientation of e-government and good governance characteristics (1388)	Management Yazd	Significant relationship between the two components
S. M. Mirkamaly	Survey Relation Leadership Evolution Well With Learning Organization (1390)	Saipa Co.	Significant relationship between the two components
M. Goudarzvand CHEGINI	Leadership Evolution Congratulations Approach New At Organization The Good (2010)	-----	Requiring transformational leadership
Vahdvzmn	Partnership People For Governance Good (2011)	Study Program The Development Rural At Bangladesh	Requiring participation People
Ber	Identification Difficulties Ruling Good (2006)	-----	Ruling Good Cause Direction Making Forces Society At Get To Satisfaction And Consensus
Ruprend	Ruling Good And Responsibility Social Organization S (2008)	-----	Gain To Component The Ruling Good

Research hypotheses:

1. Between good governance and transformative leadership in the West Tehran assets, there is a significant relationship.

1-1 between transformational leadership in the context of the partnership assets, there is a significant relationship between West Tehran.

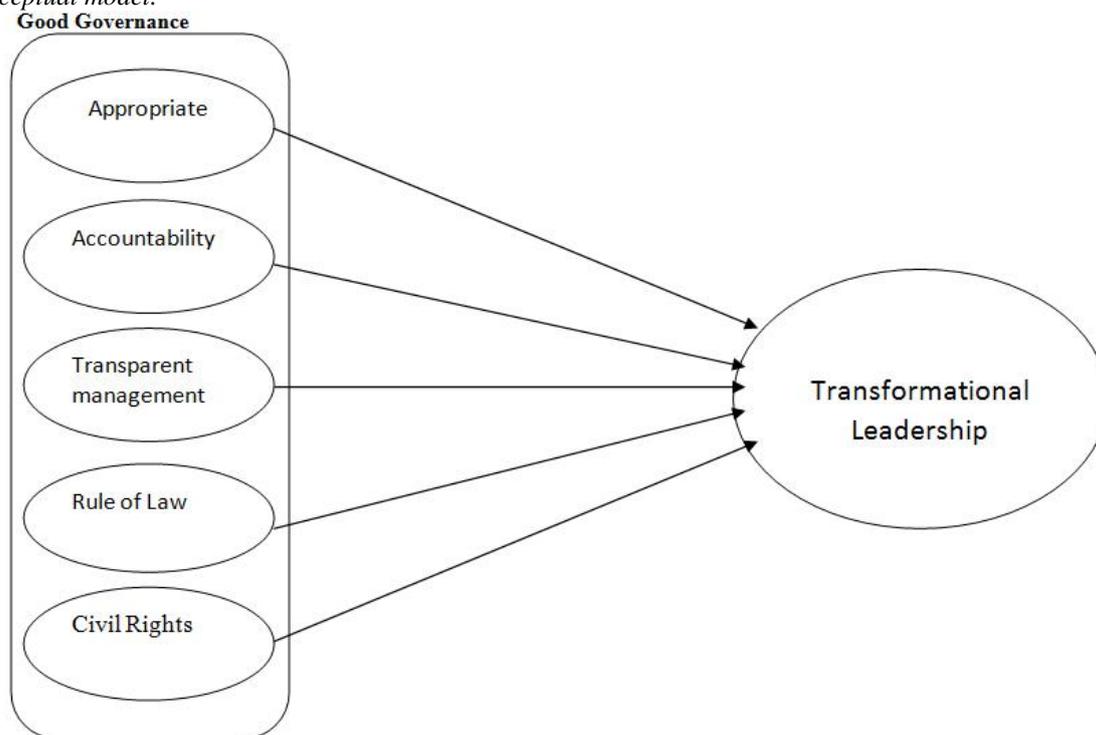
1-2 between transformational leadership accountable organizations in the West Tehran assets, there is a significant relationship.

1 -3 between transparent management and transformational leadership in organizations, there is significant correlation between assets in West Tehran.

4. The rule of law with regard to transformational leadership in the West of Tehran there is significant asset.

5. Between transformational leadership and citizenship rights in the property, there is a significant relationship between West Tehran.

Conceptual model:



Method:

According to this, hypotheses and perspectives that has dominated on the research, the study is descriptive - survey and its purpose is practical. Collecting are done by two forms, library (study of documents and related resources) and field with a questionnaire (survey referred to the assets of the West of Tehran). Data collection's tools included questionnaires, observation and databases.

The research's population is all clients referred to the West Tehran assets, the population size is unlimited and therefore the sample size Obtains from Cochran formula for the unlimited population and the simple random sampling method will be used.

$$N = \frac{z^2 pq}{d^2} \quad N = \frac{(1.96)^2 (0.05)(0.05)}{(0.05)^2} = 384$$

Equation 1: Calculation of sample size

Test the validity and reliability:

The Stability of questionnaire was measured by using Cronbach's alpha coefficient, because amount of Cronbach's alpha that calculated by spss software is equal to ---(Table 2) and is larger than 7.0, so the questionnaire has a suitable stability.

Table 4: Evaluation of reliability of the questionnaire

Number of items	Cronbach's alpha	Questionnaire
19	768/0	Good governance
16	8 4 5/0	Transformational Leadership

In this study, to determine the validity and reliability of questionnaire, content validity was used. To determine the validity by studying the related sources, the early design of the questionnaire was prepared and

examined by academics and experts. As a result, Items were proposed to correcting and vague and insufficient tips relief and some species that are less associated with hypotheses and research objectives were revised and the final questionnaire was developed.

Analysis of data:

Sex Reply Voters:

		Abundance	Percent
Valid	Man	277	1/70
	Woman	97	6/24
	Total	374	7/94
No reply		21	3/5
Total		395	100

Marital reply Voters:

		Abundance	Percent
Valid	Single	290	1/73
	Married	67	17
	Total	357	4/90
No reply		38	6/9
Total		395	100

Education Reply Voters

		Abundance	Percent
Valid	Less than diploma	26	6/6
	Diploma	74	7/18
	Diploma	39	9/9
	Bachelor	147	2/37
	MA	65	5/16
	Total	351	9/88
No reply		44	1/11
Total		395	100

Age of respondents

		Abundance	Percent
Valid	Under 25 years	36	1/9
	Between 25 to 31 years	58	7/14
	Between 31 to 36 years	62	7/15
	Between 36 to 40 years	23	8/5
	Between 41 to 45 years	68	2/17
	Between 46 to 50 years	72	2/18
	Over 50 years	26	6/6
	Total	345	3/87
No reply		50	7/12
Total		395	100

Work Experience replies Voters

		Abundance	Percent
Valid	Under 5 years	34	6/8
	Between 5 to 10 years	101	6/25
	Between 11 to 15 years	45	4/11
	Between 16 to 20 years	22	6/5
	Between 21 to 25 years	16	Quarter
	Between 26 to 30 years	26	6/6
	Over 30 years	96	3/24
Total	340	1/86	
No reply		55	9/13
Total		395	100

Description of variables

Variance	Standard deviation	Average	Most	Minimum	Number	Descriptive statistics of variables
604/0	77712/0	3977/3	5	25/1	395	Partnership
758/0	87086/0	6114/2	75/4	25/1	395	Accountability
579/0	79090/0	0614/2	25/4	1	395	Transparency Law
583/0	76329/0	18/3	5/4	1	395	Governance Law
397/0	62982/0	0882/2	33/4	1	395	Compliance Law Citizenship
234/0	48407/0	6942/2	21/4	44/1	395	Governance Good
417/0	6456/0	3509/3	5	81/1	395	Transformational Leadership

Test hypotheses:

Variables	Number	The correlation coefficient	Significant level.	Result
Good governance and transformative leadership	395	9/29- percent	000/0	Supported
Collaboration platform with transformational leadership	395	7/5 percent	259/0	Reject the hypothesis
Responding organizations with transformational leadership	395	8/23- percent	000/0	Supported
Management Transparency Act of transformational leadership	395	1/29- percent	000/0	Supported
The rule of transformational leadership	395	1/21- percent	000/0	Supported
Citizenship rights, transformative leadership	395	8/28- percent	000/0	Supported

Research findings:

For the statistical analysis of the data, various tests has been used. To investigate whether normal or abnormal data, Kolmogorov-Smirnov test was used and to test the assumptions, parametric methods (Pearson or analysis of variance) was used.

To investigate the hypothesis must first determine that whether the data comes from a normal population or not. For this purpose, we used a test of normality to assess the normality of the distribution of the dependent variable of transformational leadership and Based on the results, it was found that in all primary and secondary hypothesis, data research is normal. Next, to confirm or refute Assumptions, ANOVA test (Spearman correlation and regression) was used and based on the results of this test revealed that except the participation of people, all good governance indicators (accountability, transparency, rule of law and the rights of citizenship) are effective with transformational leadership.

Result:

The results show that except the participation of people, all good governance indicators (accountability, transparency, rule of law and the rights of citizenship) are effective with transformational leadership.

So the results of the present study was carried out in the West of Tehran assets, Suggests that indicators of good governance, especially transparency, accountability, rule of law and the rights of citizenship can provide transformational leadership areas. For this end and according to the research findings, recommendations according to the hypothesis, that it is hoped, will lead to transformational and innovative leadership.

According to confirmation of the first hypothesis of this study based on having the meaning of the relationship between good governance and transformational leadership, can offer the following suggestions:

The ability to live with others, creation trust and mutual respect and relationships effectively and efficiently with other people requires a set of skills. Generally, This set of interpersonal skills deals with managers and leaders about friendship and intimacy with employees and understand emotions and help them meet their needs and will led to the establishment of mutual respect and trust, effective and non-normative relationship between leaders and followers . Although these skills for managers and senior leaders have been diagnosed necessary, unfortunately little empirical research has been done about them.

According to disapproval the first sub-hypothesis of this study based on absence of relationship between people's participation and leadership, can offer following suggestions:

In this study, this relationship has not been confirmed or refuted this hypothesis isn't the reason to take this option trivial.

According to the confirmation of second sub-hypothesis of this study based on the meaning of the relationship between accountability and transformational leadership, can offer the following suggestions:

According to the questionnaire, the questions about the accountability has a very low average can be said that it is better to get help for reporting performance and issues like media interviews and question and answer sessions with clients that this matter has a direct relation to improve leadership. If the leader is able to have a management accountability with own clientele, it leads to trail and effective transformational leadership in ideal governance.

According to the third sub-hypothesis of this study based on the significance of the relationship between transformational leadership and law's transparency, can offer the following suggestions:

Providing a basis that the client referred to perform an administrative task just be aware of the relevant laws and regulations. This pamphlet is possible through producing leaflets by each organization in different field. Transparency in regulatory affairs can be regarded as of great assistance for organizations and can be led to new leadership. Limiting political interference in administrative and in other words the depoliticization of the bureaucracy through clarify the duties and responsibilities of the organization, Transparency in recruitment,

appointment and promotion of people in organization and limiting the role of the key executives of the appointment and promotion by standards (standard setting) the behavior of managers. Creating transparency in the process of working through reviewing the procedures in order to reduce the power of bureaucrats forums. All of these issues convert leadership into efficient and transformational leadership.

According to the fourth sub-hypothesis of this study based on the significance of the relationship between transformational leadership and rule of law, can offer the following suggestions:

The revision and rules and regulations reform centered on the deregulation policy in order to reduce process and barriers of doing by entities in the private sector while maintaining the effectiveness of the rules.

According to the fifth sub-hypothesis of this study based on the significance of the relationship between transformational leadership and civil rights observance, can offer following suggestions:

Training of public managers in a variety of ways that employees can use commit administrative offenses. Encouraging people and employees to inform in cases of administrative violations and report the results of the follow-up survey to them.

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