

Surveying the Relationship between Management Style and Exploiting Information Technology in Organization (The Case Study of Electricity Distribution Company of West Azarbaijan)

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ABSTRACT:The current study strives to investigate the relationship between management style and exploiting the information technology in West Azarbaijan Electricity Distribution Company. The study is applied, descriptive and survey in terms of goal, the quality of data collection and the quality of implementation. The statistical population is comprised of all staff working at West Azarbaijan Electricity Distribution Company counted as 1836 individuals among which 320 ones were chosen as sample using Cochran method. The research made use of the questionnaire, including 41 question items, to collect the data where the reliability was obtained as 0.938 showing an acceptable reliability. The SPSS software has been employed to make analysis on the descriptive and inferential statistics using the obtained data. Also, Kolmogorov-Smirnov tests were utilized to identify the normality or non-normal state of variables distribution. Pearson and Spearman correlation coefficient were used in this study. The study results indicated that there is a relationship between the management style and exploiting information technology at West Azarbaijan Electricity Distribution Company.

Keywords:Exploiting information technology; interactional management style; non-intervening management style; Transformative management style; WestAzarbaijan Electricity Distribution Company

INTRODUCTION

The management changes and the presence of organizations in the competitive world recognized during the last two decades have emphasized that the management, alike the other sciences, necessitates the relevant expert. The managers need not only to be aware of their environment, but also they should manage their organizations through being cognizant of the principles and the related tools. The term management is the process in which planning, organizing, leadership and controlling the organization members are established and is the act of using other organizational resources in order to achieve the determined goals or the ones to be defined by the organization (Engstrom, 2001).

The management is categorized by five core tasks which is considered as the fundamental process in each organization. The highlighted role of the leader in organization as the leading factor and coordinating element emphasizes the point that the manager plays a great role in the organization which itself is taken into account as the indispensable part in leading the organization targets. The failure or success of an organization depends to a large extent on the managers and leaders which influences the quality of management. Hence, one of the interesting fields of discussion on organizations would be said to be the quality of thinking styles on the part of the managers. The values, the needs and expectations of the manager or the ones having to do with others are considered (Eslami, 2004).

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The information and communication are at the core of any vital system which encompass the systems of biologic and physiologic to political, economic, cultural and military terms. The term information would be embedded in almost any field of systems.

Review Of Literature

The concern here is the question of whether there is any relationship between management styles and exploiting information technology and whether such a relationship would be significant or neutral. In so doing, the current study aims at exploring the relationship between management styles and exploiting the information technology at West Azarbaijan Electricity Distribution Company. The study would suggest the guidelines making use of the obtained data. Finally, the paper answers the question of whether the management styles would have any relationship with the process of information technology. In order to study the issue, the study has reviewed the categories of the existing styles with exploiting information technology.

Management style: the management style is defined as a set of attitudes, characteristics and skills of managers to be formed based on four factors i.e. value systems, trust on employers, the tendencies of management and the sense of security and support. The scholars have proved that the managers would be considered as the distinguishing factor in organization (Ashrafi, 2002).

Information-based technology: the information technology is comprised of four main components, namely human, the tools, the mechanisms and structures so that this very technology is developed through the value chain to be formed by integrating these components.

The Related Studies

Khandani and Mostafavi (2013) conducted a research titled as investigating the relationship between managers thinking styles and the acceptance of changing in organization in Mahabad University. The results of the study demonstrated that there is a significant relationship between managers thinking style and the acceptance of changes. Implementation thinking style variable and liberal thinking style variable were the highest and lowest contributive variables on managers thinking styles whose meaning were 3.46 and 2.56, respectively.

In another study conducted by Molavi and Nori (2012), the relationship between information systems management and improving decision-making of financial managers was investigated. The findings depicted that managing information systems was in direct relationship with cooperative decision-making of financial managers.

Zare et al. (2012) did a research on the relationship between the learning organization and management styles of Educational Departments from the faculty members' point of view at Isfahan University of Medicine. The results of the study manifested that there was a significant relationship between managers managing styles and the indexes of learning organization. Also, it was found that there was a significant relationship between unbiased management style and the indexes of learning organization. Finally, the results reported that there was no significant relationship between intervening management style and mental paradigm indexes.

Materials/Instruments

The current study is descriptive and survey in terms of the kind of research. Stratified random sampling method has been employed in this study. The research includes the following administrations of West Azarbaijan Electricity Center. All the staff working at the following administrations have been chosen as the study sample obtained as 1836 individuals. The statistical sample size will be 320 ones, so 320 questionnaires are going to be distributed randomly to be analyzed by SPSS software.

DISCUSSION

There is a significant relationship between the management style and exploiting information technology in West Azarbaijan Electricity Distribution Company

Table 1. Studying the relationship between management style and exploiting information technology

| | | Exploiting information technology |
|------------------|---------------------------------|-----------------------------------|
| Management Style | Pearson correlation coefficient | 0.306 |
| | Level of significance | 0.000 |
| | Frequency | 320 |

According to the above table and the obtained analysis, the level of significance is lower than 0.05 (the probability of first-class error occurrence is called the level of confidence or test significant state. the selection of this level is optional, however, the levels of 0.05 and 0.01 are considered as the acceptable level for scholars. in other words, in case the 95% probability of difference is not due to the sampling error, the difference is said to be significant and the null hypothesis is rejected), so the null hypothesis is rejected. This implies that there is a significant relationship between the management style and information technology exploiting at West Azarbaijan Electricity Distribution Company. On the other hand, there is a positive and strong relationship between the variables according to 0.306 Pearson correlation coefficient.

2. There is a significant relationship between the transformative management style and exploiting information technology at Electricity Distribution Company.

Table 2. Studying the relationship between transformative management style and exploiting information technology

| | | Exploiting information technology |
|---------------------------------|---------------------------------|-----------------------------------|
| Transformative Management Style | Pearson correlation coefficient | 0.306 |
| | Level of significance | 0.000 |
| | Frequency | 320 |

According to the above table and the obtained analysis, the level of significance is lower than 0.05, so null hypothesis is rejected. This means that there is a significant relationship between transformative management style and exploiting information technology at Electricity Distribution Company. On the other hand, there is a strong and positive relationship between the variable according to 0.453 Spearman correlation coefficient.

3. There is a significant relationship between interactional management style and exploiting information technology at Electricity Distribution Company.

Table 3. Studying the relationship between interactional management style and exploiting information technology

| | | Exploiting information technology |
|--------------------------------|---------------------------------|-----------------------------------|
| Interactional Management Style | Pearson correlation coefficient | 0.393 |
| | Level of significance | 0.000 |
| | Frequency | 320 |

According to the above table and the obtained analysis, the level of significance is lower than 0.05, so null hypothesis is rejected. This indicates that there is a significant relationship between interactional management style and exploiting information technology at Electricity Distribution Company. On the other hand, there is a strong and positive relationship between the variable according to 0.393 Spearman correlation coefficient.

4. There is a significant relationship between non-intervening management style and exploiting information technology at Electricity Distribution Company.

Table 4.4. Studying the relationship between interactional management style and exploiting information technology

| | Exploiting information technology | |
|----------------------------------|-----------------------------------|--------|
| Non-intervening Management Style | Pearson correlation coefficient | -0.217 |
| | Level of significance | 0.000 |
| | Frequency | 320 |

According to the above table and the obtained analysis, the level of significance is lower than 0.05, so null hypothesis is rejected. This reveals that there is a significant relationship between non-intervening management style and exploiting information technology at Electricity Distribution Company. On the other hand, there is a strong and negative relationship between the variable according to -0.217 Spearman correlation coefficient.

Suggestions

Considering the obtained results of the study showing that there is a relationship between management styles and exploiting information technology at West Azarbaijan Electricity Distribution Company, it is suggested that the manager discusses the beliefs and fundamental values of exploiting information technology.

The first secondary hypothesis indicates that there is a significant relationship tween transformative management style and exploiting information technology at West Azarbaijan Electricity Distribution Company. It is recommended that the manager encourages the employers to exploit the information technology and shows the feeling of satisfaction.

The result of the first hypothesis highlights that there is a significant relationship between transformative management style and exploiting information technology at West Azarbaijan Electricity Distribution Company. It is suggested that the manger prosecute the misdeeds when it comes to employers' failure in exploiting information technology so as to realize the source. Later plans the relevant standards in order to avoid the repetition of such misdeeds.

There is significant relationship between interactional management style and exploiting information technology at West Azarbaijan Electricity Distribution Company, which is the result of the second secondary hypothesis. Hence, it is suggested that the manager improves the capability of employers through establishing a facilitating environment.

As for the third second hypothesis, the results indicate that there is a significant relationship between non-intervening management style and exploiting information technology at West Azarbaijan Electricity Distribution Company. It is suggested that the manager intervenes in the issues occurred in relation to exploiting the information technology and establishes the sense of cooperation among the employers aiming to exploit the information technology.

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