

THE STUDY ON EFFECTIVE FACTORS IN GAINING MANAGERIAL POSITION IN THE FEMALE STAFF IN SPORT ORGANIZATIONS IN WESTERN IRAN

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Abstract

Management is essential and basic of each organization. Research shows women tend to management is much less than men and Male sport managers believe that women don't have appropriate motivation to compete with men and men are more candidates for management (1). Claringbould et al (2007), stating men dominance in sports organizations is very strong and this strength is constantly being reinforced (2). Similarly, Knoppers et al (2008), demonstrated that management in senior level in most sports organizations in the realm of men (3).

For an organization to be successful in competitive markets, despite the leadership, is essential. Importance of leadership in modern world that's why Darnerdrof says: Another base of power in contemporary society is not owning means of production, but nowadays administrative authorities and administrative jobs in organizations is important .

Women as Half of human, not only are the object and purpose of capital development but also they are an effective factor in promoting development that is why women can take effective steps in sustainable development and should be grounds for them to generate more participation.

According to the mentioned questions women themselves are reluctant to manage or patriarchy in sport organizations is a deterrent for women? What are the Factors of administrative positions?

This study was investigated effective factors in the selection of managers in physical education general departments of western region including provinces of Kurdistan, Ilam , Kermanshah and Hamedan.

Methodology: The methodology was descriptive- survey. There were 65 Female staff; the sample was equivalent to

the population for restriction of number population. The research tools were personal characteristics questionnaire , management motivation questionnaire ; Miner and Smith, Hofstede organizational culture questionnaire and a researcher-made questionnaire to prioritize effective personal factors to gain managerial position, the reliability coefficient of questionnaire was significant $p=0/001$ and regularly was 0.73, 0.79 and 0.83. statistical analysis was the Kolmogorof-Smirnow, Pearson's and Kendal correlation coefficient and Friedman test.

Results: The results show that physical education general offices of western region Iran have masculinity culture, and Female staff had middle management motivation ($m=25.69$) and also, There were no significant relation between management motivation with organizational culture ($r=0.193$) and significant relation between education filed and record of management in Female staff in physical education general departments of western region of Iran. and also Female staff prioritized personal effective factors in gaining Managerial position: 1) Popularity among colleagues, 2) Having a bright background and 3) Adherence to administrative regulations. Base on results suggest that manager of physical education general offices in western Iran

to promote Female staff in Managerial position in order to change the masculinity organizational culture to balance organizational culture. Considering that prioritization factors in gaining Managerial position based on relations between the colleagues in Female staff, suggest that courses of contemporary management in physical education will be held to change the attitude for Female staff in physical education general offices in western Iran.

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