

## Comparing Decision- Making Skills of Training Managers Based on Their Spirit of Self-Believe and Self-Awareness

Alireza Meshkani<sup>1</sup>, Yousef Arfa Rahimian<sup>2</sup>, Morteza Fotohi<sup>1</sup>

<sup>1</sup>PHD student of Educational Administration, Neyshabur Branch,  
Islamic Azad University, Neyshabur, Iran

<sup>2</sup>Hospitality Expert

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### ABSTRACT

In this study it was insisted on the self-confidence and comparing the spirit of decision of training managers. The method of survey by gathering data it is introductive that it is done by cause (Comparison). The statistic society of survey consists of training centers managers that they were selected on hand. The device of survey is three questionnaires standard of making decision skill Rassel (2003) with the paradigm cooperation 0/602 and insisting 0.86, Jakoub self-believe Jakoub (2003) with paradigm 0/638 at three scale comparison. The data gathered by Variance average (AVE), Radical AVE and X2 via the software SPSS and SMART-PLS it was analyzed by tests. The results indicated that the test which it has more self-confidence and self-believe it has better making decision.

**KEYWORDS:** Mking Desion, Self-awareness, Self-Believe, Training Mangers.

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### INTRODUCTION

Management it is such essential elements of society and organization and it is has vital role, and by Alphered Marshan notorious English economist as all interests and devices of world destroyed totally at once but the science and management art remained, the production will develop and continue (Islamiye & Mohammad Davoudi, 2014). During different kinds of management, training monument has the authority and it is told as the training management has not got enough knowledge and skill without doubt it has high efficiency and application (Mirkamali, 2004). One of the skills of training management it is the making decision skill. The results indicated that the quality of management is on the quality of making decision that making decision is the management skill because the quality of plans and agendas are emerge from it. The all are following the quality of management decision of organization (Newman, 2007)

At managers' literature making decision it is a trend of solving a specific problem (Alaghemand, 2011). Simond knows making decision as the main view of management and he expressed his thesis under the subject of "Manager as decider". By his point of view the decider is one ready at choosing time and he step at the roads (Simon, 1957). Griffith declare making decision as the heart of organization and management and he believes it can be express all manger jobs depending on his making decision ability. He believes that donating the sources, relation network, and formal relations and informal they all design by making decision trend. Hence making decision it is as eth key of complications of organization (Alagheband, 2011).

In fact making decision at organizations are such important that it is called science and art of making decision. It effects on making decisions for everybody who they are the administrator of organizations. Although no employee and manger is not out of making decision need, the authority of such task is on managers' shoulders. The managers' task is leadership, designing, controlling of organization. In fact making decision it is the trend of treating as all task and affairs on management (Sajedinia, 2010). A wise decider has the most genius because not only he is not at making decision even he has the genius of making decision (Seyed Abasszade, 2010)

In addition to making decision self-confidence and self-ability are the other specifications of effective mangers. Self-conscious is the ability such data about the one and applying the skills concerning to his management (Rice & Brendet, 2010). Self-awareness is a correct genius of interests, desires, skills on life priority and it is known as self adjective on coordinating ones' abilities on chasing eth superiority of management (Sing, 2012) In Quran self-conscious it means reforming the reality of internal talents personalized and it is the consideration of existence reality and recovering and refining himself that he loves it instantly (Mptahari, 2005)

Such the indexes which they all lead to self-confidence in one they are the methods of listening well, management of mental pressure, time management, growing to self –thought. It means that one can control his feelings and by correct evaluation of his ability he can provide self-confidence inside himself (Arefi & Colleagues, 2009). Generally self-confidence help one know his powers and weaknesses. This kind of self-

confidence helps on efficiency. As instance the managers that they have well knowledge of his weaknesses it leads to this weakness resemble as a point of weakness at organization (Shor& Hal, 1996). In addition when a manager he has knowledge of other managers and ones. Having an extensive view about himself therefore lack of correct knowledge it leads to less self-confidence and lack of self-belief (Abbass & Fanny, 2005). The concept of self-confidence it is translated to self-efficiency and self-power to ones' ability and it point to his abilities. (Islamiye, 2012) by Albert Bandoura (2001) that first he declares the concept of self-confidence he said it is as an index of one's treatment coordination. Unjustifiable judgment in a situation it is more than one quality and pressure. Ones by low self-confidence therefore whenever these ones it become further than his abilities. At ones with high self-confidence they select challenging duties though faster their self-confidence sense and on condition problems it remains his attempts (Kardimas & Kalantzy, 2004).

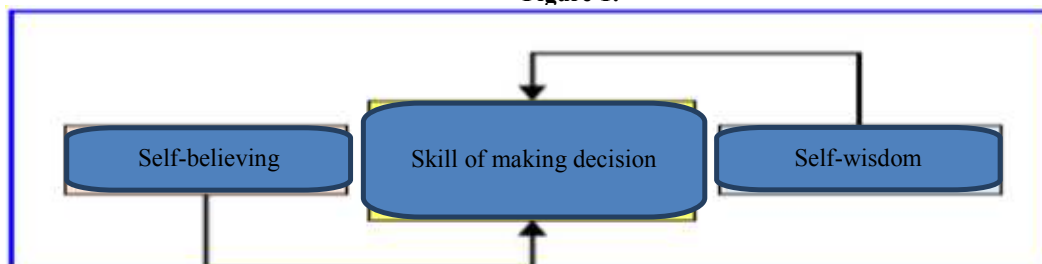
In fact, lots of treatments are not complying with "Self" and it is controlled. it is not during this mechanism of effecting on self, none of them better that self-confidence. As anyone believes that he cannot reach to his desirable results he can not oppose durable but they are all following ones' belief (Islamiye, 2013).Self-confidence and self-conscious it affects on selection, Preservation, Mental model and damaging against stress.(Majel told by Terner, 2009). One with high self-confidence usually he has positive and successful and with low self-confidence with low ability and negative results. (Gholivar, Pirannejad, 2007) It leads to a higher flexibility and defense a sense of self-confidence and self-knowledge and at the amount of stress one experience on and it has a high self-wisdom it makes the sense of tranquil on opposing with activities and it reach to self-confidence and self-wisdom on ones success (Pajarz, & Shang,2002)

By the belief of (Whole & Q&Q) (2011) and Ming Chio (2011) ones they have self-confidence, they experience less stress and tension at his tasks. Majour (1990) he believes as self-confidence on encountering with obstacles and experiences (Islamiye, 2013)

Ling et al. (2008) in a survey he searches the relation between self-confidence and job stress during eth workers of Hong Kong and china it indicated that it has a vice versa relation with job stress. High self-confidence at clerks causes low stress at their jobs and the workers with low self-confidence they had more stress at their jobs and relations. (Samuel, 2007) in a survey with the subject of relation between excitement genius and self-confidence at the guidance school students at south west of Nigeria it leads to well outcome of teachers.

The main aim of self-confidence managers it is the organization success and correct making decision and this is on main goal of present study it is comparing between educational managers decision makings and their self-confidence via a conceptual model (Figure 1).

**Figure 1:**



### **The method of survey implementation**

This survey has been done via introductive method by cause (Comparison). The statistic society it consist of 136 managers of Tehran schools via accessible sampling. It was applied of three questionnaires standard for replying. The first package was concerning to making decision it was prepared by Rossel (2003) and it has ten skills. The second questionnaire is regarding to self-confidence and it has ten expressions and via Jakoub (2003). The third questionnaire it is self-wisdom (New storm & Davious) (2003) that it has ten expressions. At each three questionnaire it has applied a three – scale index. It was how "yes" has 3 scores, The potion "On some extend" it has 2 scores and No option it has 1 score. At last the whole score of one gathered and it was counted as the following:

- 1- The score between 25-30 indicates high skill at self-confidence and self-wisdom.
- 2- The score between 15-25 indicates one skill at self-confidence and self-wisdom some how high.
- 3- The score less than 35it indicate low one skill at self-confidence and self-wisdom.

It was applied of a diagram questionnaire (same run – opposite run) It was applied of local questionnaire and being suitable with Iran position it is on some experts at this Magarey and then by registering some reforming thesis it was admitted by the questionnaire. At the part of sameness and opposition diagram that it was concerning to structural parts it declared by Ferner & Rockler and the software applied was Smart-PLS and as it is observing at chart 1 the amount of variance estimated (AVE) it was due to by three factors of the study it higher 0/5 and this was pointing to the indexes were admitted the amount of AVE is higher than other factors.

The stability of diagram is on estimating via Cronbach by software SPSS. It is by this form that a questioner on 40 ones and it counted the Cronbach indexes as observable on chart1. As all the indexes higher than 0/7 it shows harmony and credit of questionnaire.

**Chart1. The indexes of stability and instability of indexes**

Result of search	Survey	Cooperation diagram	Factor
	0.86	0.602	Deciding
	0.81	0.638	Self-believe
	0.86	0.579	Self-knowledge

**Chart 2. Matrix of comparison indexes amounts (Diagram of specification)**

Result of search	Self-knowledge	Self-believe	Deciding	Factor
			0.775	Deciding
		0.798	0.561	Self-believe
	0.760	0.593	0.679	Self-knowledge

As analyzing the questionnaire data provided during the hypothesis of study it was applied of average variance test (AVE) and index AVE<sub>2</sub> by the software SPSS & Smart-PLS.

**Findings**

- The comparison of managers minds depending on their self-believing  
 Chart 3: The results of test X<sup>2</sup> by the comparison of mangers making decision skill

Total	Mangers self-believing			The skill of mangers deciding
	High	Middle	Low	
6	0	0	6	Low
49	12	18	19	Middle
81	31	34	16	High
136	43	52	41	Total
				15/54 X <sup>2</sup> = 4Df= 0/004 Sig=

Due to the result indicated in chart 3. X<sup>2</sup> counted 15.54 with freedom rate 4 and at meaningful level 0.5 from critical x<sup>2</sup> is 2.37 the hypothesis zero rejected and we concluded that the skill of manager by their self-belief are different. It is how manger with higher self-belief they have better decision making skill.

- The comparison of mangers deciding skill on their self-knowledge

**Chart 4. The results of x<sup>2</sup> as comparison of manager decision making skill**

Total	Mangers self-believing			The skill of mangers deciding
	High	Middle	Low	
6	0	0	6	Low
49	12	15	22	Middle
81	39	16	26	High
136	51	31	54	Total
				16/92 X <sup>2</sup> = 4Df= 0/002 Sig=

Due to the result indicated in chart 4. X<sup>2</sup> counted 16.92 with freedom rate 4 and at meaningful level 0.5 from critical x<sup>2</sup> is 2.37 the hypothesis zero rejected and we concluded that the skill of manager by their self-belief are different. It is how manger with higher self-belief they have better decision making skill.

## CONCLUSION AND DISCUSSION

In the present it was analyzed the training managers' self-confidence and self-belief mind. The findings of survey it was indicating the training managers have higher self-confidence and self-belief mind. They have better skill of deciding. Due to the findings above it should be confessed that everybody's success at life and merchandising finding friends or any other action it depends on his self-confidence and self-belief. This positive view that guide anyone to success and vice versa negative view cause himself and others instead of applying the opportunities he consume his time on solving the problems that it has got bad effect on his treatment with others.

Self-confidence and Self-belief are constructive elements at man's structured organization until he can evade the problems via his skills and he can do extraordinary actions and by Bendoura's view self-confidence on affecting our environment it is psychrtiric article. Without belief to positive operations, ones has weak attraction towards action. It means the belief of action is more important than the action. Belief to power is the base of any development. Self-belief affects on challenging the amount of attempt on doing the duties and the amount of endurance of difficulties (Bendura, 2000, Lock & Latham, 1990) and the method of ones struggling at different situations. (Terner, 2009)

The mangers who they have a high degree of self-confidence and self-belief in this meaning they have the ability of controlling themselves at any situation they honest with themselves and others and they know how controlling themselves to have the most job affection and they know in a high self-confidence and self-belief how to demand aid, they are the managerial skills such making decision being logical and they have a good ability at this by researchers such Whovel, Q & Q 2011, Ming Pio, 2011, Ling 2008, Samuel 2007, they were parallel and supported. Though it is suggested that the organizations especially training ones for training course increasing their self-confidence and self-belief they provide via Brochure and catalogues it is distributing training managers.

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