Evaluating Performance of Managers in Art and Technology High Schools of RobatKarim, Based on Their Educational Assignments from Students and Managers' Viewpoint

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ABSTRACT

Objective of this research is to evaluate managers´ proceed in art & technology high schools located in RobatKarim in the case of their educational assignments from teachers and their own viewpoint.The statistical sample, including 17 managers and 119 teachers of Art & technology schools were selected using Morgan table, and simple random sampling method. The research tool included a questionnaire designed by the researcher, reliability of which was evaluated by the experts on the bases of main criteria of describing adjusting assignments. Its validity was calculated using Cronbach's alpha. In order to achieve the objective of the research, not only descriptive analysis such as frequency was included, independent-t test was also used. This is an applied research which uses survey research method to accord with the importance of the subject and objectives of the research. Researcher aims to describe, explain and explore information in a specific time table. Results of the study show that there is a meaningful statistical difference between managers' and teachers' view point in all 6 parameters of planning, coordinating, organizing, controlling, evaluating, and human relation; average of managers is higher than students. That is, managers score their functionality meaningfully higher, since teachers evaluate themselves lower than what they are. Comparing average of male and females in above mentioned parameters show that their scores are the same in planning, organizing and human relations, and there is no meaningful differences between them, but there is a meaningful differences between coordination, control and evaluation, and scores of males are higher than females.
Key words: evaluation, function, management, function evaluation, educational assignments.

1. INTRODUCTION

Manager plays a vital role in every organization. This role is more significant in teaching and training. Nowadays, success of organizations depends on effective management and any deficiency is caused by lack of management. All the organizations, especially higher education institutes, need experienced and professional managers, otherwise they cannot achieve organizational objectives even if having sufficient budget, equipments and experienced teachers [1].

Educational system, as the most obvious aspect of human power investment in improving society, has the most significant role [2]. Today, this system owns considerable portion of budgets of the country. Due to its importance in economic, social, cultural and political aspects of the society, it's necessary to do fundamental actions to improve the quality of educational system and prevent material and human resource waste. Management is very important in these systems [3]. In this regard, function evaluation systems are very necessary in survival of organizations.Philip combs stated that if there isa transformationineducation, itshouldbe initiated from its management [4].

As it is mentioned, success or failure of managers in fulfilling their responsibilities has significant effect on upgrading functionality of organization. So it is important to human resource management evaluate functionality of managers based on their responsibilities [5].

The important point is that lack of clarity in job responsibilities of managers, leads to failure of their functionality and efficiency, unsuccessful improvement and education, inability in determining standards and activities using study of movements and timing, reducing efficiency and not achieving organizational objectives. Hence, regarding the importance of subject and effort on increasing efficiency of sample group, researcher try to evaluate performance of managers of art and technology high schools of RobatKarim, based on their management tasks from students and managers viewpoint. How managers do their responsibilities based on their special tasks in sample group?

Hence, this research aims to evaluate functionality of managers of Art & technology high schools of RobatKarim, in relation with their educational responsibilities from students and manager's view point.

Secondary objective:
1- Evaluating performance of managers of art &technology high schools regarding planning from students and manager's viewpoint in statistical society.

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2- Evaluating performance of managers of art &technology high schools regarding human relations from students and manager's viewpoint in statistical society.

3- Surveying differences of students and manager's viewpoint in statistical society

Research hypothesis

*Main hypothesis:*Managers of art &technology high schools in RobatKarim fulfill their educational responsibilities from students and their own view.

Secondary hypothesis:

1- Managers of art &technology high schools practice based on scientific planning principles.
2- Managers of art &technology high schools practice based on human relation principles.
3- There is a meaningful difference between managers and students' view.

REVIEW OF LITERATURE

In their research "investigating performance of successful school managers, New York", Sinderand Anderson [6] set their basic goal on investigating performance of successful managers of Florida State, New York. Their findings show that managers have high performance and own the following characteristics: responsible, decisive decision-making, undertaking school responsibilities, attending student's needs, appropriate relations, organizational importance, flexibility, and motivation.

In his M.A thesis "surveying management and leadership methods in primary schools of Malta" Frances explains his research goal as investigating school management methods and the effect of efficiency of primary schools, Malta [7]. His findings show that managing these schools is a kind of bureaucracy in which in order to improve management method of schools to increase efficiency, managers have to pay attention to some assignments such as better communication with teaching and training unit, paying attention to employees, better and more relation within school and out of school.

2. MATERIAL AND METHOD

This is an applied research using survey research method to show the importance and objectives of the study. Researcher tries to create a context and aims to describe, explain and explore information of sample on specific time table.

Statistical society

Include managers, teachers, and students of male and female art & technology high schools of RobatKarim, in educational year 2010-2011.

Sampling and Data collection methods

Due to limitation of statistic society of managers, total 17 managers were selected, but students sample which were 136 people, were selected from among 210 male and female students of art & technology high schools using Morgan table and simple random sampling method.

Data collection method was field research using questionnaires for managers and students. Researcher used standard questionnaire of TorbatiNejad[8] M.A thesis"evaluation of educational manager's performance in relation with educational assignments in high school level, Gorgan". Based on the hypothesis and manager's responsibility in this research, the 22 questions of questionnaire was ranged from very much, much, low, very low scored 4-1 respectively.

Reliability of research tools

Reliability of questionnaire was evaluated by giving the questions to 25 other people who had the same characteristics as the sample group. After collecting their data, Cronbach's alphacoefficient formula ($\propto = \frac{n}{n-1}\left(\frac{S^2t - \Sigma S^2 i}{S^2 t}\right)$) was used and calculated as 0.80.

Reliability of questionnaire was measured by:

1- Studying scientific resources and similar questionnaires
2- Take the view of supervisor and advisor
3- Providing primary questionnaires and doing primary tests on employees
4- Interview with experts and journalists

Data analysis method

Descriptive and deductive analysis method was used to analyze the data. Descriptive calculation include frequency distribution table, calculating average percent of density, calculating central tendency indexes, dispersion, and table drawing. In deductive calculation, t-independent test was used to investigate and test.

3. RESULTS

First, characteristics of research sample were presented based on demographic variables (Tables 1, 2).Most of the sample group was female, and males were only 8.4. About 92% of sample group was females and the rest was males. 5% were diploma, 23.5% upper diploma, 56.3% B.C. and 15.1% M.A.

As it's shown in table 3, the most frequency is for number 14, with frequency of 16, that is, 16 teachers and students score manager's planning as 14. The highest score of manager's planning is 16 that only 8 students and teachers give this score.The lowest score is 5 that only 4 students and managers (3.9%) give this score.

Table 1. Sample distribution based on gender

	Frequency	(%)	Compression (%)
Female	109	91.6	91.6
Male	10	8.4	100.0
Total	119	100.0	

Table 2. Sample distribution based on educational level

	Frequency	(%)	Compression (%)
Diploma	6	5.0	5.0
Upper diploma	28	23.5	28.6
BA	67	56.3	84.9
MA	18	15.1	100.0
Total	119	100.0	

Table 3. Viewpoint of teachers on performance of manager's planning

Score	Frequency	(%)	Compression (%)
5	4	3.9	3.9
6	5	4.9	8.8
7	8	7.8	16.7
8	15	14.7	31.4
9	10	9.8	41.2
10	17	16.7	57.8
11	4	3.9	61.8
12	5	4.9	66.7
13	4	3.9	70.6
14	16	15.7	86.3
15	6	5.9	92.2
16	8	7.8	100.0
Total	102	100.0	
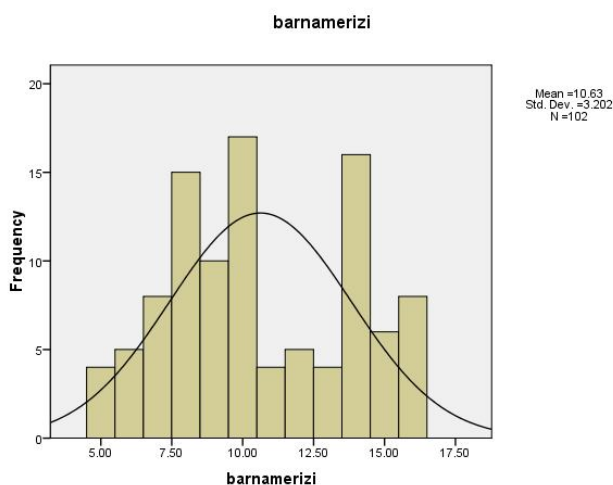
Figure 1. Distribution of the planning score of managers from viewpoint of teachers

Table 1 shows Histogram table of the scores students and teachers gave to performance of managers. Absolute frequency is shown in vertical line and score are in horizontal line. Normal distribution line is represented in the table. As it's shown in table, average of manager's performance from teacher's view is very lower than compression average.

Histogram table of performance of managers in human relation index shows that highest frequency is number 3 with frequency of 22. That is, 22 student and manager score human relation performance of managers as 3. This amount is 21.6% of whole students and teachers.

To compare average scores of managers and teachers in 6 index of study, t-independent test was used and the following results were acquired.

Table 4. Results of t-test

Parameters	Amount of T	Degree of freedom	Level of meaningfulness
Planning	3.12	28.27	0.01
Human relations	7.13	61.21	0.00

As it's shown in table 4, there is a meaningful difference between teachers and manager's view, and average of managers is 99% higher than teacher's average. That is, managers score high their performance but teachers score less than what they are.

4. DISCUSSION AND CONCLUSION

T- independent test was used to compare average score of managers and teachers in 2 under study parameters. The amount of t-independent and degree of freedom of 2 parameters are shown in Table 5. Results show that there is a meaningful difference between view point of managers and teachers in 2 parameters, and average of manager's score is higher than that of teachers. These results are agreement with findings of Torbati-Nejad[8] and Darya-Band [9]**.**

Based on analysis of the two parameters to evaluate performance of students, it was concluded that performance of managers was ideal in every parameters; and planning and human relation parameters had the highest score of performance. In this regard, suggestions of researcher are based on previous studies, and also researcher suggests the following subjects to achieve more accurate and comprehensive results. A) Evaluate performance of managers based on viewpoint of performance evaluator experts; B) Investigate the relationship between performance of managers and effectiveness and efficiency of educational organizations. C) Evaluate performance of managers based on expectations of teachers and officials. D) Performance of managers on different educational levels based on manager's task. E) Compare performance of managers in three educational levels based on their tasks. F) Use interview and observation method to be more accurate in collecting information. G) To have oral interview with managers and students to complement research information.

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