



## THE RELATIONSHIP BETWEEN PERSONALITY DIMENSIONS AND LEGAL POWER (A CASE STUDY: YOUTH AND SPORTS OF WEST AZERBAIJAN PROVINCE)

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### Abstract:

The aim of this study was to find the relationship between personality dimensions and legal power on Youth and Sport of West Azerbaijan Province. This is a descriptive-relationship research. Population in this research is all experts of Youth and Sports of West Azerbaijan province (N=96n). The sample size was selected because of the limited number of population by the total number of individuals. Among them 85 people were selected randomly. The tool measuring questionnaire personality dimensions Costa and McCrae (1985) and Hinkin power sources and Shraikhim (1989). Validity was confirmed by professors and experts in the field of sport management. Reliability using Cronbach alpha coefficient personality dimensions Costa and McCrae (1985)  $\alpha=0.90$  and questionnaire Hinkin power supplies and Schrieshim (1989)  $\alpha=0.93$ . To analyze the data, SPSS software package was used to perform descriptive and inferential statistics. In inferential statistics, check for normal distribution of data Kolmogorov-Smirnov test and Spearman correlation test was used. The results showed that there is no significant relationship in the relationship between personality dimensions and legal power in Youth and Sports West Azerbaijan province (0.830).

**Keywords:** personality dimensions, legal power, sport organization

### Introduction

Five-factor personality dimensions are introversion, agreeableness, conscientiousness, neuroticism and openness to experience. Extraversion includes the quantity and

intensity of social interaction with other people and being a person. Agreeableness includes the agreement on thoughts, feelings and actions toward others. Conscientiousness, the next is responsibility, hard work and achievement oriented in order to describe the behavior of coaches. Neuroticism includes features such as anxiety, depression, aggression and dump any unpleasant emotions, and openness to experience (openness) the imagination, aesthetics, feelings, ideas, actions and describes the values (Parvin and Kron, 2013). Personality assessment, application of psychology in the context of major world problems is management operations (Schultz, 2007). The value of the character has been accepted as one of the predictors of motivation and development. (Shamsaei, 2008) specifies that personality also has an important role in job performance, because each person's personality, motivation and attitude towards the job (job motivation) and the way a person responds to the demands of the job.

Personality has certain features that make the person able to communicate with others. The concept of personality, it is important for managers to play a major role in perception, assessment and individual reactions to the environment (Goldberg, 1990). Personality is one of the most important factors that affect the function and behavior of sports managers and the influence of the character eventually they will be effective in management decisions and organizational behavior (Chelladurai, 1999). Psychologists have offered various theories on personality dimensions, and one of the success factors of effective use of strength coach. He should be able to use the resources of power.

Managers that realize the importance and awareness of how to make effective use of power grows exponentially increased. On the other hand, legal powers it is a very important element in the administration of communities and organizations; and has been have always been a preoccupation of the government and managers.

The influence of legal power is experienced at all levels of social organization. Because of the important and effective part in organizational life, the researchers tried to explain organizational problems in the so-called "power relations" have suggested first, an organization affiliated units affects, and second, organizational levels and relationships between people in the organization will have a significant impact. (Fakhim, 2000).

However, today we agree that the five-factor model introduced by Hinkin power supplies and Schriesheim (1989), can be used to describe most aspects of executive power sources used (Shamsaei, 2008). The most important analysis in relation to the fundamentals of power by the French and mental provided.

They have identified five sources of power in enterprise environments, including legal power, reward power, coercive power, expert power is the power and authority (Moorhead and Griffin, 2006). But the truth is that this process is not inherently a

negative phenomenon, negative and positive, but it depends on the judgment and its application. Certainly if the purpose of power, and functional organizational goals can be considered a positive phenomenon and the dynamics of the system, but if the goal is to achieve personal goals is most definitely a negative phenomenon and would be harmful (Parsaeian and Arabi, 1996). Research results show that there is a significant relationship between power sources and characteristics (Poorqazi and Mohammadi, 2011 and Shiri et al., 2014). With this interpretation of the relationship between personality dimensions (including extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) as independent variables and sources of power (legitimate power, reward power, coercive power, expert power and referent power) will be considered as the dependent variable. Given the importance of personality dimensions and power resources managers in sport and due to their effects on their effectiveness, this exercise managerial behavior, the necessary organizational measures give rise to these practices in the organization.

Personality dimensions (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) a power source (a power law, reward power, coercive power, expert power and referent power) plays an important role. Successful teamwork requires good and efficient management and has an effective role in the success or failure. Its contribution as component of management groups and organizations cannot be simply ignored. On sports, the chief of staff is responsible for this role, takes over the lead work, and has an effective leadership on the achieving the performance of the group (Shiri et al., 2014).

Success is achieved when the members of the organization are able to work effectively and harmoniously together. This is where the role of the manager as leader and coordinator will be more distinctive and personality dimensions and sources of power to motivate and promote the affairs have an effective role. But many athletic directors in our country, due to insufficient knowledge of management principles and aspects of psychology and management, have failed in many cases. Their lack of success consisted in providing effective teamwork, identify and take action to fix it. Regardless of the technical and human factors and cognition, perhaps one of the reasons was not using proper management and practices of power. The power sources used by managers to determine the motivation and promote the organization can help. And since that sport managers in West Azerbaijan province have a special position among other managers and thus this is a reason for increasing motivation and progress in them so that in this way could investigate both in terms of personality aspects and how to using power but in the meantime a concept which is very important is his or her personal aspects(extraversion, agreeableness, conscientiousness, neuroticism and

openness to experience) which determines their amount of power because with a different personality dimensions of managers in the sports the resources of power appears in different forms that each one of these personality aspects and power resources has the results and its own outcomes in different conditions which otherwise can Irreparable consequences for sport organizations in terms of business results and return on investment and attract supporters in a sports organization director. Therefore, the aim of this study was to determinate the relationship between personality dimensions and legal power of head of departments on Youth and Sport of West Azerbaijan Province.

### **Material and Methods**

The method of cross-correlation of the field study was conducted. The study population included all managers and heads of departments of Youth and Sports West Azerbaijan (96 people). The sample consisted of 85 directors and heads of departments of Youth and Sports West Azerbaijan province from 26 to 51 years (24 females and 53 males) were randomly selected as a whole number and. Five-factor personality dimension questionnaire Costa and McCrae (1985) and five factor questionnaire Hinkin power supplies and Schriesheim (1989) was used to collect data. Dimensions personality questionnaire Costa and McCrae (1985) consists of 60 questions and the five-factor power supplies Hinkin and Schriesheim (1989) consists of 20 questions that managers and heads of departments of Youth and Sports West Azerbaijan province as the level of personality dimensions (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) and power supplies (power law, reward power, coercive power, expert power and referent power) is paid. Scale response to the questionnaire based on the Likert 5-point scale. Face validity and reliability by experts in a pilot study using Cronbach's alpha personality dimensions Costa and McCrae (1985) ( $\alpha=0.90$ ) and questionnaire Hinkin power sources and Schriesheim (1989) ( $\alpha=0.93$ ) was obtained. Kolomogrov-Smirnov test was used statistical methods. After confirmation of abnormal research data, the method of Spearman nonparametric test using SPSS software version 16 to determine the relationship between personality dimensions and sources of power in the West Azerbaijan province were the heads of departments of Youth and Sports.

### **Results**

In order to test the normality of the data, the Kolomogrov-Smirnov test was used. The results are presented below.

**Table 1:** Kolomogrov-Smirnov test

Openness to experience	Neurosis	Deontology	Agreeableness	Extraversion	
85	85	85	85	85	N
0.760	0.787	0.913	0.798	2.781	M
0.681	0.659	0.733	0.705	0.719	SD
0.553	0.924	0.980	0.886	0.724	K-S
0.092	0.036	0.029	0.412	0.671	Sig

Results: Table 1 shows that, given the significant level of  $P < 0.05$ , the null hypothesis is not confirmed. Therefore, data distribution is not normal. The normalization of all variables is not confirmed. Therefore, this means that the relationship between the variables should be used nonparametric methods.

### Results of Testing Hypotheses

To determine the relationship between personality dimensions (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) and power supplies (power law, reward power, coercive power, expert power and referent power) heads of departments of Youth and Sports in West Azerbaijan province.

**Table 2:** Results of Spearman correlation test

Legal Power		
-0.024	Correlation efficient	extraversion, agreeableness, conscientiousness, neuroticism and openness to experience
0.830	Sig	
85	N	

Among personality dimensions and legal power of Youth and Sports West Azerbaijan province, Spearman correlation coefficient between personality dimensions and legal power there is no significant relationship (0.830).

### Discussion and Conclusion

The results showed the relationship between personality dimensions (extraversion) and legal power is of utmost importance that these results are not consistent with findings of Mortazavi et al (2013), Shiri et al (2014), J. Hall (2012), and Bosat et al (2013). The reason for this discrepancy may be due to differences in culture and population of the study population, and the sample is desired. As sporting director with features such as "love is always a lot of people around me, I will go soon to laugh, I live a very long time

and head do not know, I really enjoy talking with others, always for I'm ready, often prefer work to do alone, I often feel I am full of energy, happy and cheerful person and am good spirits, joyful and optimistic person I am, life and events immediately pass it to me, I am very active person, I prefer to work for myself as I lead others in the administration of their work areas are dealt, because the communication is vital for this important sources of power and their position with respect to the figure (Extraversion) office the specifics."

The results of this study showed the in the activity of heads of departments of Youth and Sport Offices on Western Azerbaijan no significant relationship between personality dimensions (extraversion, agreeableness, conscientiousness, openness to experience) and power supplies (power law, authority, reward, coercive, expert). The results show that personality factors, such as the increase use of power sources (power law, authority, reward, coercive, expert) as well as their relationship to personality dimensions (extraversion, agreeableness, timeliness, openness to experience) with power supplies (power law, authority, reward, coercive, expert) should be better considered by heads of departments of Youth and Sports on West Azerbaijan province.

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