

The relationship between office of education managers and experts' attitudes about Women's employment

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ABSTRACT

The purpose of this study was to investigate the relationship between attitudes toward women managers employment education organization is a descriptive research method – survey. The population of all the managers and specialists of Isfahan Office of Education is to 150 as the sample are considered. The sample size was calculated using the formula 110 Cochran. To gather the data needed, and examine their attitudes toward employment and administrative experts Women standard questionnaire was used. The questionnaire contains 16 questions with Likert 5 options range from "strongly agree" to "strongly disagree" in the form of 3 components of ability, acceptance and barriers ranked. With standardized questionnaire was used to assess the reliability of Cronbach's alpha coefficient of 87/0 high reliability was obtained. To analyze the data, the software spss21 and regression testing, test T, the mean and standard deviation were used. The results showed that the gender component in the attitude of managers and specialists of education on all three components of women's employment (ability, acceptance, potential barrier) is positive. Calculating the mean of questionnaires showed that a positive attitude to business executives and experts Isfahan education and women in society.

KEYWORDS: employment, employment of women, experts, managers, Education.

1. INTRODUCTION

In the process of product, development, labor market and economic development of any society, women play a significant role. So that both resolve the needs for themselves and their families and the community will benefit their services and expertise. On the other hand, Islam has given financial independence and economic freedom to women, and not just cuts the man hands from his property, but remove the right to mandate of women trading that has a historical background, on the other hand, has left financial responsibility of family to the men, the wisdom of this issue is not a man or woman siding but also Islam has consider human happiness. Women on the one hand has a significant role in the proportion of gender in the areas of mother, wife and home management, and on the other hand never and at any point in time, not far from outdoors activities [1]. In the Islamic world view, actualizing the need to achieve physical and mental and growth the human personality innate talent depend on the his hard work, as the person plays a constructive role only by resorting to work would be able to promote his individual and spiritual development in the excellence of his own social life [2]. Process of acceptance of person in the community are usually based on the flow of his career as well as the dignity which the individual brings in society relates directly the role of his career. In fact, career is as an economy source for a person and unemployment is the loss of such a valuable resource []. In addition, the level of confidence in many cases is established on the occasion of his success on the job and how to work and with other features of him. When a young person asks himself, "What job am I?" if the answer is not good, his confidence will be weak [4]. Interest and willingness of women to work outside the home depend on various factors, including the attitude to work in terms of the meaning and value of work, content and identity of work, circumstances and relationships and norms with the work personality and motivational factors. For women in today's society, work together to satisfy psychological and mental needs, to create a sense of security, justice, independence and self-sufficiency, can increase comfort in the work environment and family and eventually, lead to more effectiveness. Discussion of women's employment, according to the position of mother and wife on the one hand and the system of religious legislation that has not provide economic task for women, but in defense of economic rights has determine the fundamental position of women, requires a thoughtful analysis, despite the need to defend the place of employment and create balance in supply and demand, protects family from the threat of insecurity and anxiety, at the same time the community also can be benefited from women's powerful and capable force without a violence or negligence. Non - utilization of the potential force of women in different fields including cultural, social, economic and political, makes development impossible. The statistics also show that Iranian women today are in dual positions. In terms of factors health and education Iranian women are far better than most countries of the region, but in terms of presence in the market and share of income in developing countries are ranked very low [5]. Employment of women, always has been discussed in various dimensions. In the economic arena, due to the great importance of the final performance of labor force against his cost, when employers recognize that recruiting women in the production of goods and services is less expensive to employ men, act it, and even with dismissal of men, replace women. From a social perspective, the values of the modern world, calls women to a greater participation in

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public affairs. In the view of Islam, traditional religious values, much of the task of maintaining the pillars of the family and the child training is the responsibility of women. From the perspective of gender, physical condition, state of pregnancy, childbirth and post - lactation as well as special occasions of breastfeeding to children and things like that, followed by certain requirements and always looking for women's employment outside the home is not compatible with maintaining moral and social values, maintaining the pillars of the family and duty of mothers and wives. Therefore, some believe that women's employment outside the home, has face the community with numerous issues [6]. The term employment means employment, and in the collective sense, is a nation's total economic activity communicating with people that is one of the important components in the employment of women and their attitude to work and job satisfaction. It is a systematic issue that leads us to the conclusion that in explaining job satisfaction, gender indicators are also effective. If we summarize the work values in five categories the satisfaction of internal and external values related to the work, the values of consequential internal and external values of job and the external value associated with the person, the interaction between gender and type of satisfaction are tangible and evaluable. Theories such as "alienation" of Marx, "anomie" of Durkheim, "the legitimacy of authority and wisdom" of Weber, the ideas of "motivational" for Freud, Mac Kele Land, Herzberg, Maslow and Vroom, the theory of "cultural sociability" Hafshied and feminist perspectives, each express their views about women's employment, job satisfaction and their tendency to work, but by investigation of some facts come to the conclusion that all these views should note that the role of gender is effective in component of diagnosis of job satisfaction among women and its amount. Theorists of jobs sociology in recent decades have been more attention to the issue of gender and job selection process, and acknowledged that the process of job selection and promotion especially for educated women are different from men's features. With regard to the status of women in academic research and several studies have been done and all of this is recognizing that "gender is a determining factor in the selection and women there are not at all management levels of universities although their participation in the low and moderate levels of management of universities have increased, but significant change in the category of top management have been not occurred, and yet committees and councils of decide on the disposal of men. Most important causes of such a situation are culture, patriarchal attitudes and mistrust in the ability of women in the universities [7]. Women like men can find various jobs and there is no legal restrictions for their future employment. Article 28 of the constitution in general and inclusive says: "Everyone has the right to select a job which want and is not contrary to Islam and the public interests and the rights of others. The government must respect the need for different kinds of work for everyone to employment and equal conditions for jobs"(constitution, article 28). As well as, the long domination of men over women in administrative structures has led to the spread of men culture and language and be appear a kind of masculinity that causes women cannot grow and survive. So the patriarchal culture, is the main reason for the absence of women in executive managerial positions [8]. However, this study examines the relationship between the attitude of managers and Experts of Office of Education about women's employment given the importance of women's employment in society especially in education.

2. METHODS

In this study the used theoretical model has been examine the relationship between managers and specialists demographic factors, age, sex, marital status and their attitude towards women's business and employment and components ability, acceptance and obstacles, which have been shown in Figure 1:

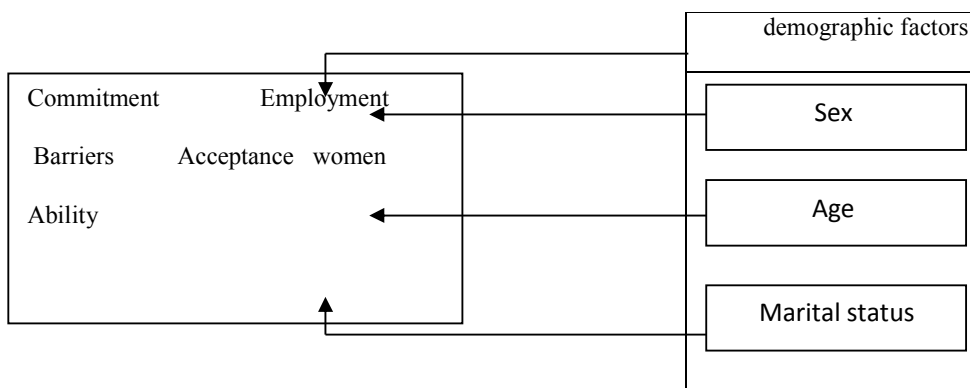


Fig 1. Research Model

2.1 The hypothesis of this study

2.1.1 The main question

Is effective demographic characteristics of managers and administrative experts on their attitude toward women's employment?

2.1.2 Sub questions

1. Is gender of managers and administrative experts of education administration on their attitude toward women's employment?

2. Is age of managers and administrative experts of education administration on their attitude toward women's employment?
3. Is marital status of managers and administrative experts of education administration on their attitude toward women's employment?

2.2 Methods

The population of this study is composed of 150 managers and administrative experts. Sample size according to the Cochran formula 110 was calculated that was chosen randomly. Research tools was reference standard questionnaire (Moqimi, 2011). The questionnaire contains 16 questions in form of 3 components of ability, acceptance and barriers and by Likert 5 options range from "strongly agree" to "strongly disagree", deals with the subject of study. To analyze the data, descriptive and inferential statistics using software SPSS 21, parameters mean and standard deviation were calculated to obtain the final score. In order to ensure a result, the T - test was used.

3. Research findings

Table 1. Regression test of the impact of gender on Employment of Women

sig	t	Standardized coefficients	un Standardized coefficients	B	Model
		Beta	Std. Error		
0.001	11.660	-0.532	0.262	3.079	(Constant)
0.001	-6.440		0.068	-0.444	Women's employment

Table 2. Regression test of effects of age on Employment of Women

sig	t	Standardize d coefficients	un Standardized coefficients	B	Model
		Beta	Std. Error		
0.007	2.765	0.012	0.456	1.265	(Constant)
0.895	0.133		0.118	0.017	Women's employment

Based on the findings in the above table, the significant level is more than 0.5 that shows the lack of effect of variable age on employment of women in society of education office.

Table 3. Regression test of the effect of marriage on Employment of Women

sig	t	Standardized coefficients	un Standardized coefficients	B	Model
		Beta	Std. Error		
0.001	4.137	0.050	0.259	1.075	Constant))
0.001	0.530		0.067	0.034	Women's employment

In Table 3 impact of marriage on employment of women in society was tested that the meaningful level value more than 0.05 shows that persons' marital don't influence attitude of administrative managers and specialists of education office toward women's employment.

3.1 Inferential analysis of components ability, acceptance and barriers

Table 4. T-test results

Std. Error Mean	Std. Deviation	Mean	N	
0.06873	0.71444	3.7981	110	Ability
0.06365	0.66150	4.0570	110	Acceptance
0.06584	0.68420	3.4822	110	Barriers

Table 5. Results of the test

95% confidence interval of the Difference		Mean Difference	Sig.	df	T	
Upper	Lower					
3.9344	3.6618	3.79820	0.001	109	55.249	Ability
4.19304	3.9410	3.06710	0.001	109	63.891	Acceptance
3.6127	3.3520	3.48240	0.001	109	52.892	Barriers

4. DISCUSSION AND CONCLUSIONS

According to the results of the statistical analysis in the realm of time and space in this study showed that among the three demographic components of gender, age, marital status, the only factor marital status has no a significant relationship on the attitude of managers and administrative experts to employment, as well as the findings of the study showed that the attitude of managers and administrative experts has impact on all three components women's employment, ability and women's activities in society. Test results of acceptance and potential obstacles is positive. Eventually calculating final average of the questionnaire showed that managers and administrative experts in the education of city Esfahan have a positive attitude to employment and activities of women in society education and is consistent with studies (Saidi, 2007) and (Dehnavi, 2005).

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