

LEADERSHIP ROLES, RESOURCE MANAGEMENT, ORGANIZATIONAL STRATEGY, PROFESSIONALISM AND EFFECTIVE LEADERSHIP IN SOCIAL SECURITY ORGANIZATION

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Abstract

Which skills or abilities are more related to organization leaders to become more effective? This research question is examined in the context of leadership in Social Security Organization (SSO) that includes the top managers, middle level managers, Directors and Head of Departments. It is based on a research study that focuses on the investigation of effective organization leadership. In the present situation of globalization, organization excellence is often related to being Excellence Organization. Effective organization leaders need the skills and abilities as certain competencies to lead Social Security Organization (SSO) towards excellence. Roles of organization leaders are examined in relation to Mintzberg leadership roles. The ten roles identified by Mintzberg are categorized into three major roles of interpersonal contact, information processing and decision making. Estimates of leadership effectiveness are obtained from conventional earnings multiple regression, while estimates total effectiveness are based on four leadership styles and predictors are leadership roles, professionalism, resource management, organizational strategy derived through ordered enter regression method. Results shows that contribute of predictors in organization leaders with different styles are depend on preference of using styles for any predictors. Based on their situation it can be less or more. To summarize, effective organization leaders utilized various leadership competencies according to certain situations, possessed the required competencies and assumed certain roles when appointed as top managers, and Head of Departments in Social Security Organization (SSO). As such it is important that a systematic leadership development programs should be developed to ensure organization leadership effectiveness.

Keywords: Effective Organization Leadership, Resource Management, Organizational Strategy, Professionalism, Leadership Roles