



Global Journal of Scientific Researches

Available online at gjsr.blue-ap.org

©2017 GJSR Journal. Vol. 5(2), pp. 30-34, 21 April, 2017

E-ISSN: 2311-732X

The Relationship between Personality Traits (Self-Esteem, Self-Efficiency, and Self-Concept) and Growth Barriers in Physical Education Professors of Universities and Women Personnel of Offices in Mashhad

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Received: 28 March, 2017

Accepted: 10 April, 2017

Published: 21 April, 2017

ABSTRACT

The purpose of this research was study the relationship between personality traits (self-esteem, self-efficiency, and self-concept) and growth barriers in physical education professors of universities and women personnel of offices in Mashhad. The target population included all female professors of physical education in universities, and sports organizations female staff, in the city of Mashhad. The sample study was equal to population size (whole number), and accordingly the number of 65 questionnaire, (80 percent) in due time returned, that as a statistical sample were introduced, and responded to the standard questionnaires of barriers to women's advancement to a management position in the organization of Moqimi, (1390) Self-Esteem Inventory of Coopersmith (1967) Self-Efficacy Questionnaire of Scherrer et al., (1982) and Self-Concept Questionnaire A and B of Rogers (1987). The method in this research is descriptive- correlation. Kolmogorov-Smirnov test for normality in inferential variables was used, and independent t test, Pearson correlation test methods and Spearman in significant level of $0.05 = \alpha$ will also use. The findings showed that between personality traits (self-esteem, self-efficacy, and self-concept) and obstacles advancement of women (the glass ceiling) is indirect and meaningful relationship. Such that enhances self-esteem, self-concept, self-efficacy, reduce the perceived glass ceiling barriers, and reduce the perceived of obstacles glass roof, is reduced glass roof.

Keywords: *Glass roofs, Obstacles of Women's Advancement, Self-Esteem, Self-Efficacy, Self-Concept.*

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INTRODUCTION

The advent of organizations and their ever increasing growth is the salient feature of human civilization. During the last two decades, organizations have changed significantly and shifted to those kinds characterized by globalization and decentralization. Moreover, the evolution of human knowledge such as rapid growth of management field in today's world has drawn the attention of people, particularly scholars to the importance of organization and respective factors. Many philosophers believe that the nature of modern societies is shaped by organizations, which in turn are influenced by the surrounding world and its internal interactions (Shiroudi, 2011).

Women constitute nearly half of the population in every society and are considered the producer of the next generations. They are one major potential human resource of every country for cultural, scientific and social development; thus, it is necessary to pay special attention to their carrier development. Women are still facing problems such as inequality and violence, despite all invested efforts to achieve equality and eliminate the social inequality between men and women all over the world. They are mainly employed in jobs with lower social status and income. They will not be appointed to jobs requiring education and expertise, unless there are no male candidates for such positions in equal condition. According to 1997 surveys, the ratio of social engagement of women to men was 74.6:25.6 (Zahedi, 2004).

With respect to the situation of Iranian communities, the first question that arises will be: despite the appreciable developments of Iranian women in education and social participation, why still women cannot reserve a decent share in governmental management jobs? Passing 30 bills concerning women affairs by Islamic Consultative Assembly just in one period indicates the inefficiency and legal gaps regarding this group of society which needs more amendments and even new codifications. Nevertheless, the problems women are facing legally do not only cover just a few articles. In other words, almost all aspects of law, from civil code and Islamic penal code to employment law and procedures for governmental and nongovernmental institutions, or at least some misinterpretations of them prevent the realization of women rights in society in some way. During the last 50 years, developing countries such as Iran witness great social and cultural transformations in their societies, a major part of which is concerned with women. Social developments, cultural changes, increase in literacy rate in general and women education in particular while changing women have brought them new expectations. Any failure in this regard will cause conflict in women. Moreover, dominant cultural perspectives in society go on to exhibit the trends that prevent true valuation of woman activities in a society. Women are able to act in managerial positions of various organization levels and receive special attention, on the one hand due to their merit of enjoying growth and eminency as major part of the population and on the other hand due to their potential of supplying human resources.

Several studies have been carried out both inside and outside the country regarding women employment and barriers to their progress. In a study titled "*self-efficiency in work environment: implications for motivation and performance*" (2014), Foruher found that self-efficiency (the belief in one's competence to carry out a particular task) affects the task that employees choose to learn and the objectives they set. In a qualitative grounded theory study titled "*the glass cliff phenomenon: woman experiences and challenges in leadership position*" (2014), Zarghami Fard et al. suggested that female managers in governmental organization of Iran are faced with glass cliff phenomenon the same as female managers in western countries. Shia Zade (2013) in a study titled "*breaking the glass ceiling: improving woman participation in managerial positions*" concludes that the women believe the lack of cooperation of men in housework is one of the main barriers to their social involvement. In a study investigating the condition of glass ceiling for women in Iran and ways to break it, Foroughi and Safari (2011) found that dominant cultural perspectives continue to exhibit the trends that prevent true valuation of woman activities in a society. In a study titled "*a comparative analysis of the use of work-life balance practices in Europe*" Straub (2007) concluded that women have not yet achieved the decent share they deserve in managerial positions. In this regard, wingfield (2009) in the study titled "*men's experience with women's work*" suggested that the phenomena of glass escalator even facilitates the progress of many men working in stereotypically female jobs such as nursery and teaching. Her findings also show that the nuance of interactions, norms and expectations in stereotypically female jobs leads to higher positions and paying for men. Susan et al (2009) and bruckmüller (2010) in separate studies concluded that having stereotypically male traits are the most suitable features of a leader in a successful organization, while stereotypically female traits are the most suitable features in the time of crisis. Ryan and Haslam et al. (2012) also in a study titled "*Think crisis-think female: the glass cliff and contextual variation in the think manager-think male stereotype*" suggested that after breaking the glass ceiling and achieving higher organizational positions, women face another challenge called glass cliff.

Nevertheless, the employment rate of men in managerial positions has been historically more than that of women; however, nowadays the number of woman in these positions is increasing as well. Due to the changing environment and changes in structure of human resources, current situation of organizations requires that managers build an environment that foster cooperation and progression of men and women in order to improve the performance of organization; moreover, this environment should prefer competence as the dominant factor of appointment to managerial positions in various organizational levels over gender. Accordingly, this study aimed at investigation of relationship between personal traits (self-esteem, self-efficiency and self-concept) and growth barriers in physical education professors of universities and women personnel of sport offices in Mashhad.

METHODOLOGY

This research is a descriptive correlational that have been conducted using questionnaires. The statistical population included all female physical education teachers, and administrative employees of sport is the city of Mashhad. The number of 65 people, and these people from 11 prefectures, and eight universities were selected. Research tools including questionnaires of barriers to women's advancement to a management position in the organization of Moqimi, (1390) Self-Esteem Inventory of Coopersmith (1967) Self-Efficacy Questionnaire of Scherrer et al., (1982) and Self-Concept Questionnaire A and B of Rogers (1987). The validity of the study, in previous studies have been approved, and in this study, was approved by ten experts of sports management. The reliability of research tools by using Cronbach's alpha, respectively, 0.87, 0.91, 0.78 and 0.88 were calculated, which represents high reliability of tools research. To analyze the data descriptive statistics, the central index, standard deviation, mean, percentage, frequency were used. The test Kolmogorov - Smirnov was used to examine the type of data distribution. According to the normal distribution of the data, the Pearson correlation coefficient, was used to test the hypotheses. SPSS software (version 16) was employed to analyze the data.

FINDING

To describe the variables, descriptive statistics of mean, median and standard deviation were used and results were presented in Table 1.

Table 1. Describes the research variables

Variables	Median	Mean	Standard Deviation
Obstacles to Progress			
Gender stereotyping	2.4	2.38	0.87
Gender discrimination	3.2	3.07	0.62
Conflict between work and family	3.2	2.82	0.66
Leader Support	3.5	3.55	0.85
Family support	3.9	3.76	0.88
Relations at work	3.1	3.17	0.73
Glassy roof	2.9	2.96	0.53
Personality characteristics			
Self-esteem	2.05	2.07	0.18
Efficacy	3	3.18	0.49
Self-concept (a)	2.2	2.45	0.25
Self-concept (b)	4.4	4.7	0.26

Results show that the highest average components of barriers to progress in physical education staff, and women employees on the component of "family support" and the lowest average is the component of "gender stereotyping". The highest average in components of personality characteristics in physical education staffs and women employees, corresponding to the component of "concept (real)" and the lowest average of the component of "concept (ideal)".

Kolmogorov-Smirnov test to evaluate distribution of variables was used and results were presented in Table 2.

Table 2. Results of Kolmogorov-Smirnov test for variables

Variables	K_S	P_Value
Obstacles to Progress		
Gender stereotyping	0.17	1.02
Gender discrimination	0.43	0.98
Conflict between work and family	0.49	0.91
Leader Support	1	0.33
Family support	0.36	1
Relations at work	0.60	0.84
Glassy roof	0.68	0.75
Personality characteristics		
Self-esteem	0.83	0.75
Efficacy	0.66	0.96
Self-concept (a)	0.59	0.92
Self-concept (b)	1	0.23

According to Table 2 is observed in all components, data distribution is normal. Therefore, based on the results of this table can be used parametric tests. To investigate the correlation between variables Pearson correlation coefficient was used.

Table 3. Pearson correlation coefficient

	Self-esteem	Efficacy	Self-concept
Gender stereotyping	-0.57	-0.423	-0.41
Gender discrimination	-0.40	-0.510	-0.355
Conflict between work and family	-0.51	-0.77	-0.77
Leader Support	-0.64	-0.209	-0.348
Family support	-0.48	-0.221	-0.348
Relations at work	-0.49	-0.337	-0.204
Glassy roof	-0.78	-0.294	-0.279

According to Table 3 it can be seen that all variables related to barriers to women's advancement, with variables of characteristics, and significant inverse correlation, and increase each one is reduced other variables. To examine the relationship between demographic characteristics and barriers to women's advancement of the Pearson correlation coefficient was used.

Table 4. Correlation coefficient of demographic variables and obstacles to the advancement of women

Variable	Correlation coefficient	P_Value
Obstacles to the advancement of women		
Age	-0.684	0.003
Work experience	-0.837	0.001
Level of Education	-0.827	0.001

According to Table 4 can be seen that there is a significant relation between demographic variables and obstacles to the advancement of women.

CONCLUSIONS

The main purpose of this study was determining the relationship between personal traits (self-esteem, self-efficiency and self-concept) and perceived growth barriers (glass ceiling) in physical education professors of universities and women personnel of sport offices in Mashhad. Currently, women are not present in many social statuses, not because of their disinterest but deliberate efforts invested to marginalize them. In every social position that women participated, the general impression of their role was far different from that of a housewife or passive mother. Unfortunately, despite the favorable and increasing engagement of woman in society, women status is still along the same tasks that a patriarchal society assigns to woman.

The findings of this study show a relationship between self-esteem and growth barrier factors. The highest inverse correlation coefficient belongs to the relationship between self-esteem, work-family conflict, and gender discrimination; likewise, the lowest inverse correlation coefficient belongs to the relationship between self-esteem and gender stereotype. Thus, it can be supposed that the conflict between work outside and family responsibilities, gender discrimination between men and women shaped in women minds will decrease to the lowest point possible in a society of which working women have higher self-esteem; or in other words, society planners fosters self-esteem in girls. Therefore, women can overcome the family problems which are like a barrier to achieve higher managerial status in their mind with higher self-esteem. Moreover, the higher rate of this factor is indicative of the intense impact that work-family conflict and gender discrimination can have on preventing women from achieving higher managerial positions. Gender stereotype has the lowest relationship with self-esteem which indicates that current society has evolved so that stereotypes have not much influence on affairs.

The results of investigating the relationship between self-efficiency and progress barriers show the highest inverse relationship between self-efficiency and work-family conflict. It is interesting to note that most women in this population consider family problems and housework the main barrier to their progress to higher managerial positions. This may be due to the lack of proper culture making and understanding between couples in decision making to solve the problem. This is consistent with the result of previous studies from Abdolahi (2007), Karim Zade Shirazi (2009), Straup (2007), Wright (2004) and Oknor (2001).

As it was expected, the role of self-concept and its relationship with growth barriers, the same as self-esteem and self-efficiency have the most inverse relationship with work-family conflict component. Women seem not to consider the employment relationship as a main feature of progression; according to women in this population, this component has the lowest inverse relationship with self-concept.

Generally, family responsibilities affect women's managerial jobs. Since in our society women undertake the greater share of family and children responsibilities, they prefer family to their managerial job. Sometimes, women tend to experience stress in the conflict of playing a twofold role in family and job; the same problem has also been noted in Cooper Jackson's study (2001).

When it comes to age relationship with growth barriers, elder women are less aware of the glass ceiling in work environment which can be due to their less awareness about their rights or their being accustomed to such invisible factors. Since young women have not experienced patriarchal lifestyle in family, they consider it a greater barrier to their progress. This also seems to be true about work experience and education in women which confirms the relationship between age and awareness of glass ceiling.

The result of present study show that women in faculties and personnel of organization are faced with the problems resulted from perceived work-family roles conflict and gender discrimination. However, part of these problems is definitely caused by specific situation of transition period. Living in Iranian society which is experiencing transition period is the main source of multiple conflicts and disorders (Chelbi, 1997).

In such circumstances, different groups in society (including women) more or less are subject to conflicts and dual situations. Women found the opportunity of expressing their competence on account of socio-cultural transformation and promotion of thoughts supporting equality of rights and civil liberties; they are also aspiring active social participation proportional to their competencies. Simultaneously, however, women feel being trapped in restrictive attitudes which manifests in gender discrimination and inequality. Accordingly, we can witness instances of conflict with rationalism and meritocracy in universities that are ironically considered institutions based on rationalism, professionalism, and meritocracy.

During last few years, the significant increase observed in acceptance of woman in university's entrance exam is an indicative of the fact that current female students will involve in future professional jobs, and constitute a considerable part of national and human resource of society. Consequently, Iranian managers who are concerned with development in society are not able to fulfill this task regardless of the problems educated women are faced with.

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