The Relationship Between Leadership Styles and Organizational Vitality Red Crescent Society Paramedics in the Kerman

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ABSTRACT
This study examines the relationship between leadership style and organizational vitality among Kerman's Red Crescent aid workers. In this regard, correlational research methods are used. The study population included all Red Crescent workers Kerman to 246 people. To collect the data two questionnaires with reliability and 759/0, 882/0 and 78/0, 84/0 and data collected by SPSS software and using descriptive statistics, such as standard deviation, mean, etc. and inferential statistics such as Pearson's test and multivariate regression analysis will be. The results show that: (1) between leadership style and organizational vitality 2 between leadership style Otto Kratyk (dictatorship) Racy between leadership style and organizational 3. Go Kratyk (law-abiding) with organizational vitality 4 between diplomatic leadership style (consult) Jolly organization among Red crescent workers in Kerman there, as well as a negative relationship between leadership style democratic (participatory) Jolly
organization among Red crescent workers in Kerman there is therefore in this regard proposals to the relevant authorities was introduced.

Keywords: leadership style, organizational vitality, paramedics, Red Crescent Organization, Kerman

Introduction

Today the administration of massive and sophisticated fueling competent manager, informed and competent with the use of knowledge, technology and management are accomplished in doing so. Constant development of technology and increasing its use in various organizations, managers have difficult tasks to undertake. to survive and thrive even maintain the status quo, to maintain the flow of creativity and innovation in their organizations to the recession and prevent its destruction. and concern for all managers and members of the attraction and retention and training of human resources and attention to this important factor affecting the activities of the organization and also the survival of the human resources it depends, organizations can increase or decrease the joy and physical health and psychological forces as well as the absence of change impact Is transition (Brytvns and Gonzalez, 2010). In fact, when people can use their talents and their abilities to good use, and their sense of job satisfaction, that happiness and get physical health and mental need to have (Zarei, calm and Zahrani and the right to Guyana, 2010 and Anderson, and it can not be claimed regardless, whether a group or an organization and set design (Jasbi, 1999). the task of guiding the Rossetti's take this direction is very important that the most important factor of production in the economy human resources and thus optimum use of human resources that can play a decisive role in achieving the goal of the play. Director of such significant is that the centers be people to achieve the purpose of the organization and this time it is possible that an administrator with relevant expertise, have the power to create high motivation and character and his appeal to be such that not achieved the desired goal, because of the failure can be analyzed in the director's inability structure Organization, in recognition of his disability and personal values, disregarding their personalities, as well as the ability to understand the needs of subordinates, and other factors noted. Is . Managers and experts in our country less with theory, models and concepts of leadership have been familiar, so it's important to taste and test errors executives have been granted and there are as many research about the leadership styles we see , it seems that this issue despite much discussion about which accomplished
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the missing in government agencies we become and actually attempt to procedures and methods of the traditional past management and applying styles appropriate to the needs of the organization's leadership and staff with all the effects that the organization is different for acknowledged) rich mental health is happiness. Various stress today is that many of the specific workplace stress. Conflict in the organization, deprived of bonuses, arriving late to work, injustice at work, pressure heads of the organization, examples of workplace stress. In contrast Arjin and colleagues in their research are as refreshing as a shield against stress acts. According to scientists, is a sign of depression, negative emotions and neurosis in some organizations, there are consequences such as reducing the effectiveness of employees, turnover, absenteeism and many mental health problems bear, so that the joy of the environment and communities disappeared and been replaced by exhaustion (Nasrabadi et al., 2009). Research shows that positive correlation with organizational health and vitality. According to the joy of happiness of employees in the organization and providing reliable, effective way to achieve mental health staff. According to research in the field of happiness and joy for the 50% of people feel the happiness and joy of life is the most important issue. From 2000 to look after the United Nations to determine the level of development of countries variables joy, hope for the future, happiness and satisfaction as well as the society is a key variable into account. This means that if people have a feeling of joy, happiness and satisfaction do not, it can not be considered a developed society, which indicates the importance of happiness is (Zarei et al., 2009). In this study, we tried the concept So all of the above factors, we can conclude that the leadership style of managers in your organization employ, how does the vitality of organizational staff, and this is the fundamental question in the minds of researchers has been formed and will start this research is which are as follows: how to gain the cooperation of the people in a general obligation to achieve a common goal, always the biggest problem humanity, according to this, together with the complexity of the tasks in the organization, abounded as far as only jobs there is little that can be done individual workload. for this reason, concludes that most Careers L in the community and organizations should be done by many people. Now the problem is that these people how they can work together without being in trouble? no society can live without leadership, and no group without a leader is not regulated. The success of today's organizations deserve thanks to the guidance and leadership of its director and the organization of leadership is stronger, the greater will be its success. After the successful organization has an important characteristic that distinguishes it from
unsuccessful organizations and it is the dynamic and effective leadership. Without leadership there may be a link between the individual and organizational objectives, poor or break down. Advanced fueling massive and competent manager, informed and competent with the use of knowledge, technology and management are accomplished in doing so. Constant development of technology and increasing its use in various organizations, appointed managers have had a difficult task. One of the tasks of managers in management, leadership, organization, leadership actually extract it considerable influence and is growing by the leaders on subordinates apply. Is an institutional priority (True, 2009). So to be a successful organization, leadership, is essential. Even the best employees need to know how they can participate in achieving organizational goals. to survive and thrive even maintain the status quo, to maintain the flow of creativity and innovation in their organizations to the recession and prevent its destruction. and concern for all managers and members of the attraction and retention and training of human resources and attention to this important factor affecting the activities of the organization and also the survival of the human resources it depends, organizations can increase or decrease the joy and physical health and psychological forces as well as the absence of change impact The transition is (Brytvns and Gonzalez, 2010). In fact, when people can use their talents and their abilities to good use, and their sense of job satisfaction, that happiness and get physical health and mental need to have (Zarei, calm and Zahrani and the right to Guyana, 2010, and Anderson, 2008). Result of happiness and its causes from the fact that it is very important both for society and for institutions. According to experts, the management, the key to employee productivity is happy, the happiness at work and productivity is clear, therefore, other works of joy and happiness at work can increase profits, increase production, improve decision making, enhance customer satisfaction, reduce absenteeism, doing things with more passion, improve things, improve communication, increase staff commitment to the organization, strengthen teamwork and creativity in its employees. Research conducted on students of business by Barsad and Astvdr 1993 show that students with positive emotions than better decisions are interpersonal skills higher, both these skills are important features of successful managers are (Zarei and the right to Guyana, 2011). positive feeling more willing to participate in situations and new circumstances and more effectively involved are so they are healthier, more years of life and management challenges are more successful and more for organizations Mfydvaq are (Bvam and Lybvmrsky , 2008). in Iran, according to the vitality of the individual - social sustainable
development, paragraph b of Article 97 of the Berne Fourth Development Program to develop a spirit of joy, happiness, hope, trust, deepen religious values and social norms are.
- Between task-oriented leadership style and organizational skills, time management there.
- Between task-oriented leadership style and management skills since there is an inverse relationship.
- Between the manager and task-oriented and aimed at managing time there.
- The relationship between the circuit manager and aimed at managing time there is an inverse relationship.
- Transformational leadership than transactional leadership in higher organizational commitment has created.
- There is a relationship between leadership style and emotional commitment.
- There is a relationship between leadership style and commitment to duty.
- There is a relationship between leadership style and commitment.

Barati (2000) at the university in his thesis entitled The relationship between leadership style based on the theory of Likert and satisfaction of employees in the industrial complex restored Sepahan and affiliated companies came to the conclusion that the leadership style of a (command) as: Moin-ud-Din (2003) in his thesis University, under the leadership of school principals and their effectiveness in middle school girls in Tehran with an emphasis on the contingency Fiedler in the academic year 2002-2001 to the conclusion that the statistical relationship leadership style and effectiveness is not significant. Barati (2000) at the university in his thesis entitled The relationship between leadership style (According to Likert) and satisfaction of employees in the industrial complex restored Sepahan and affiliated companies came to the conclusion that the leadership style of a (command) as The Gen-der also shows that managers in this series have been oriented towards the task. Among the factors that determine job satisfaction and job security of supervisors greatest impact has the least impact on employee satisfaction. Findings from this study compared to results of previous studies have been inconsistent. Faith N Boroujeni and Hassan Asds (2014) in a study titled The relationship between happiness and organizational commitment among the employees of the Ministry of Youth and Sports of the Islamic Republic of Iran, and based on the findings and positive relationship significantly between the happiness of the staff of the Ministry of Youth and Sports, Iran with their organizational commitment was observed Matin Bakhtiari Ramezani (2013) in an article entitled "Necessity of management of joy and its
role in the organization," concluded that based on studies a direct link between happiness in the organization and efficiency of established and increasing joy staff productivity increases, so training has many benefits and happiness in organizations with low cost can be achieved to the benefit of sustainable enterprise and individual. In this paper, the definition of happiness and how to achieve it, people are "happy" to encourage and also to enumerate the advantages and solutions joy for organizations and managers and offer them to create a nice environment for staff encouraged. Regev et al (2010) in their study found that organizational commitment is necessary for health. Creating effective organizational commitment and happy environment, the managers and corporate leaders to employees and encourage positive employee perceptions of organizational excellence leads.

Gisèle (2005) review of several hundred please include supervisors, middle managers and senior managers, researchers have concluded that strong leadership characteristic such as alertness, initiative, confidence and ability to supervise their ( Dslr, Persian translation, 2007). Astagydl (2003) conducted 120 studies on leadership, personal factors under the leadership chose:
- Ability: Intelligence conscious, outspoken, initiative, judgment.
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- Participation: social activity, collaboration, compatibility.

Neil (2000) study, "lead in changing environment" Case study logistics naval force America to discover new paradigm of leadership, the results of the study, a new model of graphics leadership in understanding and education between management and leadership is . This model is a useful tool for understanding the relationship between leadership and management and leadership, learning is successfully protected. Sinha (1974) in a study conducted in India have found that the correlation between intelligence agents and leading successful, but little has been positive (Saatchi, 1998). Katchr et al (2010) in their study concluded that motivation and happiness in the organization on employment conditions, job satisfaction, burnout, staff, citizenship, social support, organizational commitment and stress in the workplace affects. Regev et al (2010) in their study found that organizational commitment is necessary for health. Creating effective
Leadership Styles and Organizational Vitality

organizational commitment and happy environment, the managers and corporate leaders to employees and encourage positive employee perceptions of organizational excellence leads. Kearns in their study concluded that people of the happiness and performance in one of the following degrees are:
- Joy people who have low performance and are happy;
- People who have low performance and are not happy;
- People who have high performance and are happy;
- People who have high performance and are not happy;

The study of leadership styles as predictor variables and the criterion variable considered to be organizational vitality. Likert leadership style in terms of measuring the fall and the view are included on the following aspects:
1. Autocratic style (authoritarian, dictatorial): style is very task-oriented and authoritarian (Likert, 1999).
2. Bureaucratic style (law-abiding, fatherly): This is the leadership style of decision-making and enforcement undisputed His followers (Likert, 1999).
3. The diplomatic style (consult): lightness that is good and with confidence and Atmynyn to subordinate them to set some goals consulted (Likert, 1999).
4. The democratic style (participatory): This style is fully participatory decision-making and formal and informal groups are mixed together (Likert, 1999).

According to organizational vitality Krvlf (2007) is measured based on the theory of happiness is an organization consisting of the following dimensions:
1. Positive thinking: happiness requires nothing more than positive thinking and the pursuit of goodness and beauty, the meaning of positive thinking is not positive imagination (Krvlf, 2007).
2. Learning: learning process in which the behavior and mental models of change and to think and act differently. (Krvlf, 2007).
3. Khvdgshvdg: Khvdgshvdg extent that people tend to share information about themselves with others. (Krvlf, 2007).
4. Participation: Psychological studies have repeatedly shown that the ability of environmental control is the most essential component of happiness. (Krvlf, 2007).
5. Significant difference: The significance of the opportunity that people feel important and worth pursuing career goals that are worth their time and energy (Aplybam and Hunger, 1998).
6. Interest: In the world of love is the most powerful force in the world of work also takes place. People who love to work with heat and work, work and entertainment is enjoyable for them will have less opportunity to grieve (Aplybam and Hunger, 1998).

**Research Methodology**

According to the study, assumptions and information about the research is descriptive and correlational. The aim of the Applied Research and Implementation in terms of the way the survey was conducted. The population of this study included all Kerman Red Crescent aid workers that the number of cases against 246 people Bashd.hjm based on Morgan table, 150 respectively. Data is collected using a questionnaire. Collecting data in this study, a questionnaire, a questionnaire on leadership style: According to a Likert questionnaire (2004) with component 1 - the first style - autocratic (authoritarian, dictatorial) 2. The second style - Bvrvkratyk (the circuit, paternal) 3. third style - Dyplmatyk (Advisory) 4. fourth style - democratic (participatory) with a questionnaire consisting of 20 questions using a 5-item Likert spectrum will be measured (Annex a). The questionnaire, a questionnaire on organizational vitality: In this study, based on theories of organizational vitality Krvlf (2007) and positive thinking with elements 1. 2. 3. Khvdgshvdgy learning partnership 4. 5. 6. significance is interested to work with the questionnaire contains 24 questions using a 5-item Likert spectrum will be measured, the validity is calculated at a rate of 82.0. 50/0), poor (25/0) and completely inappropriate (0) with Nmaynd.ps collected from questionnaires were analyzed and the results validity political leadership has been reported to 89/0. In this study is to determine the reliability of the instrument was used to assess test-retest and reliability for 89/0 and 84/0 respectively questionnaire leadership style and organizational vitality was calculated.

**Research Findings**

Between leadership style and organizational vitality workers in Kerman there.

H0: between leadership style and organizational vitality workers in Kerman there is no relationship.

H1: between leadership style and organizational vitality workers in Kerman there. The positive correlation and regression line slope indicates a direct relationship between these two variables. The coefficient of determination between the 229/0
Leadership Styles and Organizational Vitality

(229/0 =) organizational vitality is to say 22.9% of the changes in leadership style is described by paramedics.

- Kendall and Spearman correlation test statistics relating to the relationship between leadership style and organizational vitality workers in Kerman

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Between leadership style Otto Kratyk (dictatorship) with organizational vitality workers in Kerman there.
H0: between leadership style Otto Kratyk (dictatorship) in Kerman there's joyful relief organization.
H1: between leadership style Otto Kratyk (dictatorship) with organizational vitality workers in Kerman there.
The positive correlation and regression line slope indicates a direct relationship between these two variables. The coefficient of determination between the 097/0 (097/0 =) 7.9% of the changes to the statement by the paramedics organizational vitality leadership style Otto Kratyk (dictatorship) can be explained.

- Kendall and Spearman correlation test statistics relating to the relationship between leadership style Otto Kratyk (dictatorship) with organizational vitality workers in Kerman

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Between leadership style Go Kratyk (law-abiding) paramedics in the Kerman there with organizational vitality.
H0: between leadership style Go Kratyk (law-abiding) paramedics in the Kerman there is no relationship with organizational vitality.
H1: between leadership style Go Kratyk (law-abiding) paramedics in the Kerman there with organizational vitality.
The positive correlation and regression line slope indicates a direct relationship between these two variables. The coefficient of determination between the 154/0 (154/0 =), ie 15.4% of changes to organizational vitality by paramedics leadership style Go Kratyk (law-abiding) can be explained.

- Kendall and Spearman correlation test statistics relating to the relationship between leadership style Go Kratyk (law-abiding) paramedics in the Kerman with organizational vitality

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Between diplomatic leadership style (consult) with organizational vitality workers in Kerman there.
H0: the diplomatic leadership style (consult) with organizational vitality workers in Kerman there is no relationship.
H1: between diplomatic leadership style (consult) with organizational vitality workers in Kerman there.
The positive correlation and regression line slope indicates a direct relationship between these two variables. The coefficient of determination between the 108/0 (108/0 =) is a refreshing change, ie 8.10% of enterprise workers by diplomatic leadership style (consult) can be explained.

- Kendall and Spearman correlation test statistics relating to the relationship between diplomatic leadership style (consult) with organizational vitality workers in Kerman

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Between democratic leadership style (corporate) organizational joyful workers in Kerman there.
H0: the democratic leadership style (participating) in Kerman there's joyful relief organization.
H1: between democratic leadership style (corporate) organizational joyful workers in Kerman there.

- Kendall and Spearman correlation test statistics relating to the relationship between democratic leadership style (corporate) organizational joyful workers in Kerman.

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Discussion

1. The findings of this study suggest that there is a significant relationship between leadership style and organizational vitality.

The study findings also are consistent with the hypothesis is confirmed. According to Hersey and Branchard, the Persian translation, 2003 and led the creation of man's most precious gem greatest gift a human being can not live without leadership are no community and no group without a leader is not regulated. The success of today's organizations deserve thanks to the guidance and leadership of its director and the organization of leadership is stronger, the greater will be its success. After the successful organization has an important characteristic that distinguishes it from unsuccessful organizations and it is the dynamic and effective leadership. Peter Drucker points out that the original resource manager and rare works are large trade (Hersey and Branchard, Persian translation, 2003).

- Between task-oriented leadership style and organizational skills, time management are related.
- Between task-oriented leadership style and organizational skills, time management, there is an inverse relationship.
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Sharifi and Agassi (2006) in a study of "the possibilities of strategic planning in education Isfahan" in which the study population all managers, planners and experts, the number of 1593 people were selected to investigate payments in this study, strategic thinking, knowledge management and planning, partnership and agreed Fellowship planning as underlying and influencing research, strategic planning were analyzed, the results showed that the respondents all the components required in the study of strategic planning effective knows the components of strategic thinking, knowledge and consultation Jacket and consensus in the realization of strategic planning is considered important.

2. The findings show that between leadership style Otto Kratyk (dictatorship) with organizational vitality there.

conclusion that to be a successful organization, leadership, is essential. Barati (2000) at the university in his thesis entitled The relationship between leadership style based on the theory of Likert and satisfaction of employees in the industrial complex restored Sepahan and affiliated companies came to the conclusion that the leadership style of a (command) as:

Moin-ud-Din (2003) in his thesis at the University, under the leadership of school principals and their effectiveness in middle school girls in Tehran with an emphasis on the contingency Fiedler in the academic year 2002-2001 to the conclusion that the statistical relationship leadership style and effectiveness is not significant.

3. Calculations show that between leadership style Go Kratyk (law-abiding) with organizational vitality there.

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5. The diplomatic leadership style (consult) with organizational vitality workers in Kerman there.

Zarei et al 2009 has shown a positive correlation with organizational health and vitality. Managers in order to maintain the mental health of their employees must be actions that lead to mental health staff in the note. According to the joy of happiness of employees in the organization and providing reliable, effective way to achieve mental health staff. According to research in the field of happiness and joy for the 50% of people feel the happiness and joy of life is the most important issue. This means that if people have a feeling of joy, happiness and satisfaction do not, it can not be considered a developed society, which indicates the importance of happiness is (Zarei et al., 2009). Matin Bakhtiar Ramezani (2013) in an article entitled "Necessity of management of joy and its role in the organization," concluded that based on studies a direct link between happiness in the organization and efficiency of established and increasing joy staff productivity. In this paper, the definition of happiness and how to achieve it, people are "happy" to encourage and also to enumerate the advantages and solutions joy for organizations and managers and offer them to create a nice environment for staff encouraged. E. accept (2009) in an article entitled "Critical Thinking and its importance to the education system" to achieve the results that critical thinking, a combination of knowledge, insight and skills to apply this knowledge and insight
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- Participation: social activity, collaboration, compatibility.

6. The democratic leadership style (participating) in Kerman there's joyful relief organization.

According to research results Ghanavi 1998 the duty to conduct supervision in place in this respect is very important that the most important factor of production in the economy human resources and thus optimum use of human resources that can play a decisive role to play in achieving the goal of the organization. Director of such significant is that the centers be people to achieve the purpose of the organization and this time it is possible that an administrator with relevant expertise, have the power to create high motivation and character and his appeal to be such that not achieved the desired goal, because of the failure can be analyzed in the director's inability structure Organization, in recognition of his disability and personal values, disregarding their personalities, as well as the ability to understand the needs of subordinates, and other factors noted. Thus, his leadership style should be commensurate with the type and nature of the organization's work and character traits considered subordinates (Ghanavi, 1998).

Neil (2000) study, "lead in changing environment" Case study logistics naval force America to discover new paradigm of leadership, the results of the study, a new model of graphics leadership in understanding and education between management and leadership is . This model is a useful tool for understanding the relationship between leadership and management and leadership, learning is successfully protected. Katchr et al (2010) in their study concluded that motivation and happiness in the organization on employment conditions, job satisfaction, burnout, staff, citizenship, social support, organizational commitment and stress in the workplace affects .
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