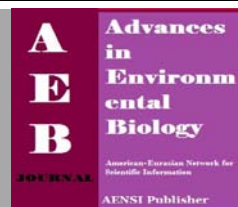




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The relationship between social influence and job performance of the physical education teachers in Isfahan

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ABSTRACT

Background: In today organizations, the managers more than being an experts in technical fields must be familiar with the secrets of influencing others. The managers can obtain their & organizations' goal faster by influencing the employees' attitudes & belief. Objective: This research was done with the aim of studying the relation among social influence and job performance among physical education instructors in Isfahan. The research method is of correlative -descriptive way, which was done in surveying method. The statistical population of this paper included the physical education instructors in Isfahan province in 2012 among 623 persons in which 242 persons were selected as the sample in random method according to Morgan & Kerjcie. To collect information, two questionnaires about social influence job performance (Syadzadh - 2009) and job performance (Education -2012) were used. After confirming nominal validity of the questionnaires by the experts, the questions constancy was studied through Kronbatch Alpha. This coefficient was estimated at 0.87 in the first questionnaire and as 0.88 in the second questionnaire. Results: The findings of this paper were analyzed through T-tests and one-way variance and Pearson coefficient of correlation test in order. The meaningful level for testing the theories was considered ($p \leq 0.05$). The results of the paper showed that Awareness component and components of the highest score lowest score on the scale of social influence is persuasion. Conclusion: International awareness, thanks to the coalition and job performance is related.

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INTRODUCTION

In today organizations, the managers more than being an experts in technical fields must be familiar with the secrets of influencing others. The managers can obtain their & organizations' goal faster by influencing the employees' attitudes & belief. This method is considered as social influence. First discussion of social influence theory began during 1960-1970s. In this time, self-disclosure & talking honestly were one of the most important communication ways. The research has acknowledged that cultures were considered as various communication skills in clear confirmation.

Today, this theory is done every time in researches because we live in the society where openness is valued as on individual features. In all (human) societies, education is at the top of policymakers' attention. Since some persons know a country's education beyond the defensive tackle in a country. So, it showed the growth & development countries where in the past decade, have long-term investment in training workforce & human resource & almost paying attention & they focused on teaching & education [1].

The growth & development in each country required to the dynamics education system & changes in the educational system depends to the teachers' performance. Teachers are known as one of the most important pillars of education in all known societies. They are education programs executive & training of workforce in schools [2]. Therefore, any type of material (Monetary) & spiritual progress of society depends on the quality of teachers' performance. Teachers must be head of other persons in sciences & ethic & personality & always trying to improve them. However, the teachers' performance is not only a necessary condition but also a sufficient condition for growth & development in society in other words, a teacher can be successful in participate in their job that do their duty & operate effectively in services of education [3]. Since, education designing & planning, focused on education on one more than one goals, develop students' ability to learn the knowledge, skills & thoughts, content & progress of thinking, proposed objectives which stimulate the learners & provide experiences tailored to learner growth are the teachers characteristics & the teachers have most

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important role in material & spiritual goals. So providing to the factors that caused to the success of teachers have most important & knowing these factors; culture, social, economical which are so effective on teachers' performance. The main question of this research is; how much & how the social factors affect on teachers' performance? & which kinds of them have effects on their performance? The importance of effects of factors is clear for all persons & so the researcher decides to find factors & studying on their effects of social factors on physical education teachers.

Methodology:

The current research is practical & the nature of it is correlation. In this study, the researcher studied on social influence (awareness, thanks to, personal appeal & coalition) & job performance in the same way, without any intervention & forms the physical education teachers' view. Based on the obtained statistics all teachers were 623 persons that were reported by Isfahan manpower Education Bureau of State Administration & the sample was 242 persons based on Morgan table [4]. The measurement tools were SayadZadeh [5] social influence questionnaire (2009) along with informs, thanks to, personal appeal & coalition & also used Education Ministry job performance questionnaire. Social influence test is normalized & standardized on University Faculty in 2009. Validity coefficient of this questionnaire was reported 0.87 & Cronbach's alpha coefficient was reported 0.83 by SayadZadeh in 2009, that these coefficients calculated by researcher, so the researcher randomly selected 30 questionnaires after surveying & collecting data & then by variance & also the researcher obtained the research' stability of social influence test 0.87 & job performance test 0.88 based on Cornbach's alpha coefficient & follow formula. The researcher was used descriptive statistics (mean & standard deviation) for analyzing the data & the researcher was used deductive statistics such as Levin test for heterogenous variance, Smirnov test for normal & natural distribution of data, t & f tests (variance analysis) for means comparison, single, variable t-test for comparison with society's hypothesis average, Pearson correlation coefficient test for relationship between variables & test for predict the criterion variables. The above statistics methods were done by computer & by SPSS software version 19 in 0.05 error level.

Results:

First question:

Is there relationship between awareness (as one of the social influence components) & physical education teachers' job performance?

Table 1: The relationship between awareness & job performance.

Job performance	Coefficient correlation	Meaningful level	Determined coefficient
The relationship between awareness & job performance	0.129	0.045	0.016

Based on data of table (1), there is meaningful relationship between awareness & job performance & can be expended 0.016 of job performance variance with physical education teachers' awareness.

Second question:

Is there relationship between tanks to (as one of the social influence components) & physical education teachers' job performance?

Table 2: The relationship between tanks to & job performance.

Job performance	Coefficient correlation	Meaningful level	Determined coefficient
The relationship between tanks to & job performance	0.123	0.045	0.015

Based on data of table (2), there is meaningful relationship between tanks to & job performance & can be expended 0.015 of job performance variance with physical education teachers' tanks.

Third question:

Is there relationship between personal appeal (as one of the social influence components) & physical education teachers' job performance?

Table 3: The relationship between personal appeal & job performance.

Job performance	Coefficient correlation	Meaningful level	Determined coefficient
The relationship between personal appeal & job performance	0.067	0.302	0.004

Based on data of table (3), there is not relationship between personal appeal & job performance & can be expended 0.004 of job performance variance with physical education teachers' personal appeal.

Fourth question:

Is there relationship between coalition (as one of the social influence components) & physical education teachers' job performance?

Table 4: The relationship between coalition & job performance.

Job performance	Coefficient correlation	Meaningful level	Determined coefficient
The relationship between coalition & job performance	0.159	0.014	0.025

Based on data of table (4), there is meaningful relationship between coalition & job performance & can be expended 0.025 of job performance variance with physical education teachers' coalition.

*Discussion & results:**First question:*

Is there relationship between awareness (as one of the social influence components) & physical education teachers' job performance?

The results of this research showed that there is relationship between awareness & job performance. These results are same as Yukel [6], he explained 11 active methods that can be affected on subordinates that one of them awareness person of his/her job development. This similarity is because of the same management styles.

Second question:

Is there relationship between tanks to (as one of the social influence components) & physical education teachers' job performance?

The results of this research showed that there is relationship between tanks to & job performance. These results are same as Stephanie's research [7], deconstruct leadership management, & his resulted showed that leadership features are not just in leader (president of university) leader as an academic leader considered among different persons in organization.. This similarity among results could be due to the favorable space of departments & employees & colleagues compliment by managers.

Third question:

Is there relationship between personal appeal (as one of the social influence components) & physical education teachers' job performance?

The results of this research showed that there is not relationship between personal appeal & job performance. The results of this research are not same as Shine's research(2011), analysis the social influence calculation, & his resulted showed that problems of high job performance, social communications was in calculated criterions in performance & these differences among these results are because of that teachers' performance are in good level in this research.

Fourth question:

Is there relationship between coalition (as one of the social influence components) & physical education teachers' job performance?

The results of this research showed that there is relationship between coalition& job performance. The results of this research are same as Bynamon's research, surveying on socialization agent (social norms) in sport that done on some of American-African farmer runners so that Bynamon's research showed that socialization agents & social environment are more important than sporting skills development, this similarity is because of sporting population.

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