Manager’s commitment, a function of incentive (Case study: High schools of Tehran province)

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Abstract

This study is aimed to measure and identify effects of school presidents’ incentive on their commitment. Statistical population of the research is the high schools’ presidents of Tehran province. According to random and stratified sampling, 150 persons were chosen. To measure research’s variables, questionnaires based on Likert scale have been used. To measure motivation, researcher-made questionnaire has been used and to measure organizational commitment, Allen and Meyer model has been used. To analyze data, Covariance Based Structural Equation Modeling and especially Amos software have been used. Research’s results indicate the positive and direct effects of presidents’ incentive on their commitment.

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Introduction

Human with all shortcomings, complexities and varieties, tastes and interests, goods and bad’, abilities and inabilities, ultimately is known as the social creation. Healthy, happy and full of success life without cooperation, harmony and sympathy with others, if we don’t say it is not possible, is hard. Group activities, in fact indicate the identity of people and groups. Today, the necessity of management of people, resources, groups, and others is more than before transparent. The importance of human resources has multiplied over the past. In fact, human resource is the winning factor of the organizations (Bloisi, 2007).

Without efficient, able, productive and effectiveness human resource, not only there is not the possibility to reach success, but also the deterioration is easily imaginable for such organizations. Thus, people incentive and human resource will be so important. In fact, the main movement of each organization to do the action correctly and do the correct action is motivation. Incentive is so important to the extent that it is said in the battle and contest, 75 percent of success is due to incentives and only 25 percent is due to the ability.

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