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## Acta Medica Iranica

2009;47(4) : 64-69

### Selection an Appropriate Leadership Style to Direct Hospital Manpower

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#### Abstract:

This research has tried to find most proper leadership styles based on a approved model to direct hospital manpower appropriately. The main objective of this research was the comparison between manager's existing leadership styles and suggested styles to them in order to direct existing styles toward suggested ones. In this cross- sectional study all Qom province hospital managers participated. From the hospital the staff, 385 persons were selected by randomized stratifying sampling. Data were collected by two types of validated questionnaires, one for the staff and another for managers, and analyzed by SPSS software. The finding showed that among four types of leadership styles, 75% of manager's leadership style was "consultative" and rest were "exploitative- authoritative" or "benevolent- authoritative", but in the view of about 78% of the staff, manager's leadership style was "benevolent- authoritative" and only 0.8% of them believed that manager's style was participative .In general, based on the staff point of view, managers behaved less participative. On the other hand, Tannenbaum and Schmidt leadership style continuum model proved that the best leadership style for all the hospital managers was the "consultative" one. It can be concluded that there was 25% gap between existing leadership styles and suggested ones and it should be tried to close this gap as far as possible.

#### Keywords:

[Hospital managers](#) . [Hospital staff](#) . [Leadership styles](#) . [Tannenbaum](#) . [Schmidt model](#) . [Continuum mode](#)

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