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THE EFFECT OF ADMINISTRATORS CHARISMATIC LEADERSHIP BEHAVIORS ON MOTIVATION OF ACADEMIC AND ADMINISTRATIVE STAFF AT THE UNIVERSITIES: ÇANKIRI KARATEKIN UNIVERSITY CASE

Yakup ÖZTÜRK^a

İlknur KILIÇ^b

^aÇankırı Karatekin Üniversitesi, Meslek Yüksek Okulu, Öğr. Gör. (yakupozturk@karatekin.edu.tr)

^bÇankırı Karatekin Üniversitesi, Meslek Yüksek Okulu, Öğr. Gör. (ilknurkilig@karatekin.edu.tr)

EXTENSIVE SUMMARY

The terms of leader and leadership are as old as the history of human being. In all community leaders are seen where people come together to create a site , clan, tribe , community or state whatever each name . People need leaders to govern themselves, decide and implement for themselves (Gül & Çöl, 2003).

Charisma, represent attractiveness. Charismatic leaders have the unquestioned ability to drag their audiences in advance (Koçel, 2001). Characteristics of charismatic leaders can be arranged as; to have an exciting vision, an example with what they do, owned excitement, enthusiasm energy and to motivate others (Tengilimoğlu, 2005).

In a new approach to leadership, quite often mentioned in one of the major concepts is charismatic leadership. Because charismatic leaders; differ from other leaders by their ability to formulate and articulate an inspirational vision and by behaviors and actions that foster an impression that they and their mission are extraordinary (Cinel, 2008) .

Motivation in general, It covers a variety of internal and external causes and their functioning mechanism that pushing the behavior of the human organism, determine the intensity and energy levels of this behavior(Ank, 1996).

Inlight of these concepts, thanks to their leadership charisma, managers can increase motivation, which is one of the important power of the routing function utilized to carry out effectively, can inspire individuals for the purposes of organizations.

Method

This study aims to determine the the effect of administrators charismatic leadership behaviors on motivation of academic and administrative staff at the universities and uncover the relationship between charismatic leadership and motivation behaviour. For this purpose, a questionnaire study is applied to academic and administrative staff who work for Çankırı Karatekin University.

The questionnaire consists of 3 parts; the first of part of which involves demographic questions, the second part pertains to motivation and the third part is about administrator's charismatic leadership.

The second part of the questionnaire used in the study was prepared on the basis of a questionnaire used by Tiryaki (2008). Scale consists of 10 items categorized with a 5-Likert scale (1=neverSatisfactory; 5=verySatisfactory).

The third part of the questionnaire survey consists of 20 questions which was the charismatic leadership traits identified by Conger ve Kanungo (1994). The scale is translated into Turkish before (Oktay and Gül,2003), and it is used in many studies and found valid variables. The questionnaire that is used in this study was also used by Gül ve Aykanat (2012). Scale consists of 20 items categorized with a 5-Likert scale (1= Strongly disagree; 5=Strongly Agree).Data gained from this study are analyzed by SPSS (Statistical Program for Social Sciences) software.

Result and Evaluation

Study is carried out with 318 workers, who could have been reached, exemplify the study and it is presumed to represent the domain. Most of the participants (96 persons) are 26-30 years of ages (30.2%), graduate level (249 persons; 78.3%), academic staff (251 persons 78.9%) and woman (169persons, 53.1%).

According to study, workers accept their leader charismatic. As a result of this study, a positive and meaningful relation is found between charismatic leadership and motivation.

Other important result of this study is that a relation is found between educational status and in the relation of administrators charismatic leadership behaviors.

Another meaningful result is that a is found relation in the relation of administrators charismatic leadership behaviors and workers gender.

The limitation of our study is because it is done at Çankırı Karatekin University and the numbers of the participants are limited.

Finally, according to the results, it can be suggested that using advantage of charismatic leadership behavior employees can promote motivation.