

Evaluating the Level of Participative Management in Iran Public Libraries Foundation (Case Study: Libraries in Tehran Province)

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Abstract

Purpose: This study was carried out to measure the level of participative management among managers and staff of Iran Public Libraries Foundation.

Methodology: This study is a survey in which the population under study included the headquarter staff of Iran Public Libraries Foundation as well as Librarians of public libraries in Tehran Province. To this end, 221 persons were chosen by simple random selection. We used researcher-made questionnaire. To carry out statistical analyses, the Spearman's correlation test, one-sample *t*-test, and Kolmogorov-Smirnov test were used.

Findings: The obtained results for Iran Public Libraries Foundation indicated an average level of intra-organizational collaborations and above average level of inter-organizational collaborations. Furthermore, it was shown that there is positive association between demographic characteristics (management experience and work experience) and the collaboration level of managers and staff, whereas a negative relationship exists between the education level and staff's collaboration level.

Originality/Value: This research measures the level of participative management in Iran Public Libraries Foundation and the related libraries with regard to intra-organizational and inter-organizational collaborations and analyzes these two dimensions from different aspects; it is among the first researches that has studied this management subject among staff of Iran Public Libraries Foundation.

Keywords: Participative management; Intra-organizational collaborations; Inter-organizational collaborations; Iran Public Libraries Foundation; Public libraries