

# The Components of Delegating Authority and Organizational Power through Empowering and Promoting Effectiveness in Primary School principals' Decision Making in Khuzestan province

Sara Koravand<sup>1</sup>   Gholamhossein Barekat\*<sup>2</sup>   Leila Bahmaei<sup>3</sup>

## Abstract

Decision making is recognized as one of the most fundamental principles of successful management without which success in school management is difficult to achieve. In addition, to make effective decisions, managers require some skills that must be strengthened. In this regard, the purpose of this study is to investigate the components of delegating authority and organizational power through empowering and promoting effectiveness in primary school principals' decision making in Khuzestan province. In this study, according to the classification model with emphasis on qualitative data, a sequential integrated exploratory method was used to combine qualitative and quantitative data. The statistical population in the qualitative section included 15 experts who were familiar with the subject of the research. In the quantitative phase, the statistical population included the principals of the first secondary schools of Khuzestan province; 326 people (176 females and 150 males) were randomly selected using cluster sampling method. To collect data, two closed and open researcher-made questionnaires on decision-making and improving decision-making power were applied. In order to analyze the data, grounded theory approach and structural equations with MAXQDA, SPSS23 and Smart PLS software were used. The results showed that the main dimensions of the model are organizational factors, managerial factors, individual factors and structural factors and include 74 sub-components and the results of the research model show that, the model used in the present study had a good fit. This means that the model of this research can be used to improve the decision-making power of the managers.

**Keywords:** Decision Making, Organizational Power, Delegation, Managers, Decision- making Power, School-centered

---

<sup>1</sup> Phd. student, Department of Educational Administration, Ahvaz Branch, Islamic Azad University, Ahvaz, Iran. [sarak13365@gmail.com](mailto:sarak13365@gmail.com)

<sup>2</sup> Assistant Professor, Department of Primary Education, Omidiyeh Branch, Islamic Azad University, Omidiyeh, Iran. (Corresponding Author) [bahmaeeleila@gmail.com](mailto:bahmaeeleila@gmail.com)

<sup>3</sup> Associate Professor, Department of Educational Management, Ahvaz Branch, Islamic Azad University, Ahvaz, Iran. [v\\_data@yahoo.com](mailto:v_data@yahoo.com)