

در سال‌های اخیر مطالعات زیادی پیرامون تجزیه و تحلیل موقعیت و جایگاه زنان در سطوح مختلف، و تفاوت‌های موجود میان زنان و مردان از منظر گوناگون و نقش آن‌ها در عرصه‌های مدیریتی انجام شده است. این مقاله نقش تفاوت‌های جنسیتی را در سبک رهبری پدرسالارانه در ادارات ورزش و جوانان تشریح می‌کند و این فرضیه را مطرح می‌کند که آیا زنان شاغل در ادارات ورزش و جوانان با موانع نگرشی و اجتماعی مشابه مردان مواجه هستند یا خیر؟ به منظور انجام این پژوهش کیفی، از طریق نمونه‌گیری غیر احتمالی هدفمند، مصاحبه عمیق با 22 نفر از متخصصان و مسئولان مدیریت ورزشی و مدیران ادارات ورزش و جوانان انجام گرفت. در روش تحقیق ضمن گردآوری داده‌ها، از طریق کدگذاری باز، محوری و گزینشی مجموعه‌ای از کدها و مفاهیم اولیه، مقوله‌ها و پیوند میان این مقوله‌ها در قالب نظریه نهایی به دست آمد. نتایج نشان داد در بحث مدیریت منابع انسانی، یک سوگیری جنسیتی متمایز به نفع مردان وجود دارد. این نشان می‌دهد زنان و مردان، هنوز هم مردان را مناسب‌ترین رهبران می‌دانند. حتی علیرغم شعارهای رایج در غرب در مورد برابری و فرصت‌ها، به زنان اجازه داده نمی‌شود که فرصت مساوی برای رهبری داشته باشند. با بررسی نتایج تحقیق و بهره‌مندی از نظریه تدوین‌شده، می‌توان از طریق برنامه‌ریزی راهبردی و اجرایی کردن راهبردهای متناسب در راستای سبک‌های رهبری در سازمان‌های ورزشی گام‌های مؤثرتری برداشت.

منابع و مأخذ

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In recent years, several studies have been conducted on the analysis of the positions and positions of women at different levels, and the differences between women and men from various perspectives and their role in managerial fields. This article describes the role of gender differences in the patriarchal leadership style in sports and youth departments and proposes the hypothesis whether women working in sports and youth departments have the same attitude and social attitude as men or not? In order to carry out this qualitative research, through targeted non-probability sampling, interviews are conducted with 22 experts and sports managers and youth and sports managers. In the research method, while collecting data, through open A central and selective set of codes and basic concepts, categories and the link between these categories were obtained in the form of the final theory. The results showed that in the discussion of human resources management, there is a distinct gender bias in favor of men. This shows

that men and women still consider men to be the most suitable leaders. Even in spite of the popular slogans in the West about equality and opportunities, women are not allowed an equal opportunity to lead. By examining the research results and benefiting from the developed theory, it is possible to take more effective steps through strategic planning and implementing appropriate strategies in line with leadership styles in sports organizations.

