

## ***The Impact of Spiritual Leadership on Staff Job Satisfaction with the Mediation of Spiritual Health for Presentation of Structural Equation Model*** ♦

Najafi, H. <sup>\*</sup>, Khaleghkhah, A. <sup>\*\*</sup>  
Talebi, M. <sup>\*\*\*</sup>

**Objectives:** The main reason for considering the factor of job satisfaction is to reduce employee turnover and increase the overall effectiveness of the organization. The aim of this study is to investigate the impact of Spiritual leadership on staff job satisfaction with the mediation of spiritual health. **Method:** Research method is correlation based on structural equation modeling; the statistical population consist of Orumieh university staff to number 400. The sample size was estimated by Cochran formula to number 283 that were selected by sample random sampling. the used instrument in this study is three standard questionnaires- Spiritual leadership Fry et al (2005), job satisfaction Barry Field and Ruth (1951) and index of spiritual health Palutzyan and Ellison (1982) - is that their validity was confirmed by the experts and have acceptable reliability. Data were analyzed by SPSS18 software and LISREL8/80. **Results:** The results showed that spiritual leadership has a positive correlation and significant with job satisfaction ( $r = 0.312$ ;  $p < 0.05$ ). Spiritual health has a positive correlation and significant with job satisfaction ( $r = 0.583$ ;  $p < 0.05$ ). That spiritual leadership has a positive correlation and significant with Spiritual health ( $r = 0.218$ ;  $p < 0.05$ ). The spiritual leader increase job satisfaction through a positive impact on spiritual health; too ( $CFI = 0.98$ ;  $RMSEA = 0.071$ ;  $\chi^2 = 4.27$ ;  $df = 2$ ;  $p < 0.05$ ). **Conclusion:** According to impact of spiritual leadership on increasing of job satisfaction; were recommended to universities managers to operate this leadership style in their plans as common style and dominant and enhance job satisfaction and the performance of their organizations in today's competitive world.

**Keywords:** job satisfaction; spiritual leadership; spiritual health; structural equation model.

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## ***Extracting a Framework Based on Thematic Analysis of the Spiritual Leadership in Higher Education*** ♦

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**Objectives:** *The main objective of the present study is to Extract a Framework Based on Thematic Analysis of the Spiritual Leadership in Higher Education to provide an appropriate conceptual model for The higher Education. **Method:** This study which was carried out employing a mixed method (qualitative & quantitative reaserch). the reaserch environment included of the documents available on the websites and the references of Iran&Abroad documents about this study from 1999 to 2016 which was done using purposive sampling method. The population consisted of 780 Chancellors & Rice-chancellors and Deans&Sub-deans of their Faculties of Iran Islamic Azad Comprehensive universities 530 persons among them were selected using simple random sampling to participate in the study. **Results:** in this research major factor & 22 dimensions of spiritual leadership model in higher education Were identified. Its validation was through quantitative research method using a descriptive survey. **Conclusion:** The spiritual leadership pattern in higher & 88-item, Multifactor spiritual Leadership ad Questionnaire in higher Education was found to have acceptable validity and reliability. With regards to the models, we can conclude that in order to provide spirituality, and Spiritual Leadership model, Islamic Azad universities population must have a particular interest to spirituality and Spiritual Leadership and spirituality in working conditions, and responsibilities in Spiritual Leadership Pattern in Higher Education of Iran. Therefore introducing and teaching this modern approach spiritual leadership pattern is recommended for all members of Universities in higher education.*

**Key words:** *human resource valuation, university, human resource accounting.*

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## *The Status of Social Capital at Islamic University from Quran Perspective* ♦

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Ghasemi, Y.M. \*\*\*

**Objectives:** The purpose of the study is to identify the status of social capital at an Islamic University from Quran perspective. **Method:** A Mixed method was used; Meta-analysis was used to deal with the data on the components of social capital among students, and documentary method was applied to identify the components of social capital in the Holy Quran. Finally, comparative methods were used to explain how the components of social capital in university are associated with precious teachings of the Holy Quran. **Results:** According to the obtained results, four domains of social trust, social participation, social cohesion, and social tolerance are considered the most important components of social capital among students. **Conclusion:** By analyzing the results from related articles and comparing them with the Qur`anic components of social capital it seems that universities have failed to reinforce and develop social capital.

**Key words:** social capital; social trust; social participation; social cohesion; social tolerance; islamic university.

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## ***Prioritizing the Components of Organizational Culture from the Perspective of Nahjolbalaghe in Islamic University*** ♦

Boustani, H.R. \*

Baneshi, E. \*\*, Shakeri, A. \*\*\*

**Objectives:** *The aim of this study is in the first stage identifying the components of corporate culture from the perspective of Nahjolbalaghe and in the second stage rankings, these components for faculty members on Tarbiat Modares University from the perspective of the university PhD students. In this research has been considered organizational culture from the perspective of Nahjolbalaghe and 9 components includes devotion, learning and increasing knowledge, job conscience, continuous improvement, people love, discipline, consultation, self-assessment, justice.*

**Method:** *The present research is applied with regard to the type and with regard to data collection is descriptive – survey. To prioritize the organizational culture components was used the Friedman test. The population of this study included all PhD students of Tarbiat Modares University in Tehran. Statistical sample includes 270 people that obtained randomly through the Cochran formula. Reliability of the questionnaire confirmed by using the Cronbach's alpha coefficient, content validity confirmed by using the familiar experts with the subject of research, and its construct validity confirmed by using structural equation. Also, to analyze the data has been used SPSS and PLS software's.* **Results:** *The results of data analysis indicated that learning and increasing knowledge is the most important components and different aspects of justice is in second priority from the perspective of Tarbiat Modarres university students.* **Conclusion:** *Based on the research findings, to enhance the organizational culture based on Nahjolbalaghe should be emphasized on professors learning, personal knowledge and justice more than other cases.*

**Key words:** *islamic corporate culture, nahjolbalaghe, university, students.*

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***Developing the Core Competencies Model of Islamic  
University Faculty Members  
(Case Study: Alzahra University)♦***

Sangari, N. \*

***Objective:*** The Purpose of this research is developing a core competency model of the faculty members. The university is a complex organization with the mission of training expert human resources and developing science and technology in the society and faculty members are in front of the organization's relationship with the students. Accordingly, the recognition of special competencies of faculty members with regard to conditions and cultural, social and political demands of society and mission and vision of the Ministry of Science and the University is very important. ***Method:*** This research is a qualitative research that is performed by case study strategy and content analysis method. The statistical population of this study is senior managers and distinguished faculty members of Alzahra University. To collect data, deep semi structured interview and the documents have been used, the sampling method is multi stage cluster. ***Results:*** The results of the present survey indicated the validity and reliability of the core competency model by experts. ***Conclusion:*** The author of the present article concluded that Islamic faculty members should have six core competencies. The core competencies of faculty members are leadership skill, technical skill, interpersonal skill, conceptual skill, personality characteristics and values. A Comprehensive model for Faculty members of Islamic university competencies was provided that is useful for recruitment, training, and evaluation and rewarding of faculty members.

***Key words:*** competency model, core competency, islamic university faculty members, alzahra university.

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## Organizational Beneficence Model Based on Data Based Theory Strategy ♦

Tavakkoli, A. \*

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Rahbar, E. \*\*\*

**Objectives:** *The purpose of this research is to discover a model to develop beneficence based organizational culture on the basis of Scheine's culture levels in consideration with the existing gap in organizational beneficence and lacking in Organizational culture based on beneficence. **Method:** The Method of this research is based on Grounded Theory strategy and the structure of the model is based on paradigm model of Strauss and Corbin. **Results:** About the core variable, by searching in Shia resources, we discovered 19 concepts and then 9 prepositions, as a beneficence based behaviors and about other circumstances semi structured interviews were launched. **Conclusion:** The authors of the present survey conclude due to the findings, while any organization cares about effective elements on the final model, it will result in productivity and success.*

**Key words:** *beneficence , beneficence based organizational culture, financial support – respect, education, welcome, sacrifice, data based theory.*

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## **Components of Islamic Organizational Culture Regarding the Principal Beliefs from the Holy Quran ♦**

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Amiri, A.N.\*\*\*  
Shushtari, M.\*\*\*\*

**Objectives:** This research is conducted with the aim of identify the assumptions and components of Islamic organizational culture regarding the principal beliefs from the Holy Quran. **Method:** In addition the Standard tools are designed to measure the components. The Population of this study consists of religious experts and jurists whom 5 persons were selected for the first phase of data collection (in-depth interview and organizing focus group) and 10 persons in the second phase (questionnaire distribution and content validity testing). **Results:** The results of data analysis have led to Calculate and presenting the Content validity of all index. **Conclusion:** After bypassing Indexes that Their validity were lower from determinated standard, tools that having High validity with 17 standard index for principle of monotheism, 68 standard index for principle of justice, 91 standard index for principle of resurrection and 57 standard index for principle of prophecy and the Imamate, were presented.

**Key words:** organizational culture, islamic organizational culture, components of organizational culture, content validity.

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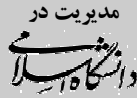
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*In The Name of Allah*

## Contents

*Components of Islamic Organizational Culture Regarding the Principal Beliefs from the Holy Quran* ..... 3

\ Attaran, J., Alvani, M., Zareimatin, H.  
Amiri, A.N. , Shushtari, M.

*Organizational Beneficence Model Based on Data Based Theory Strategy* .....29

\ Tavakkoli, A. , Hamidi Zadeh, A. ,  
Rahbar, E.

*Developing the Core Competencies Model of Islamic University Faculty Members (Case Study: Alzahra University)* .....45

\ Sangari, N.

*Prioritizing the Components of Organizational Culture from the Perspective of Nahjbalaghe in Islamic University* ..... 61

\ Boustani, H.R. , Baneshi, E. , Shakeri, A.

*The Status of Social Capital at Islamic University from Quran Perspective* .....79

\ Shekarbeygi, N. , Morovati, S. ,  
Ghasemi, Y.M.

*Extracting a Framework Based on Thematic Analysis of the Spiritual Leadership in Higher Education*.....103

\ Soltani Sarvestani, Zh., Salehi, M. ,  
Gholtash, A. , Nadi, M.A.

*The Impact of Spiritual Leadership on Staff Job Satisfaction with the Mediation of Spiritual Health for Presentation of Structural Equation Model* .....133

\ Najafi, H. , Khaleghkhah, A. ,  
Talebi, M.

*Abstracts*.....155