# Designing the Islamic Model of Intuition in Strategic Decision-Making ◈

*Haddad Zadeh, M. \**

**<u>Objectives:</u>** *The results of study on topping organizations show that successful decision-makings are intuitive rather than rational. Therefore in recent years the issue of intuition and intuitive decision making as an effective management has attracted increasing attention in scientific circles and world-class research. The main purpose of this article is to identify the components and designing intuition conceptual model in decision making based on the Islamic approach.* **<u>Method:</u>** *In the main stage of article which is Qur'anic approach, concepts and issues related to intuition were identified using data-based grounded theory strategy and Tafsir al-Mizan.* **<u>Results:</u>** *The result of the study is emergence of 86 concepts which were categorized in 18 subsidiaries and 7 main concepts using the seminary and academic expert's perspectives.* **<u>Conclusion:</u>** *A conceptual model is proposed for intuition in strategic decision-making based on Quranic View. In the Islamic model of this research, the spiritual factors play an important role in increasing the intuitive skills of managers.*

**Keywords:** *intuitive decision making, islamic intuition, grounded theory, modeling, quran.*

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# *Validation of Calling and Vocation Questionnaire: Research in the Field of Work Ethics of Students* ◈

*Motahhari Nejad, H.*[*]
*Balochi, H.* [**]

***Objectives:*** *The aim of this study is to validate calling and vocation questionnaire.* ***Method:*** *The questionnaire is derived from the study by Dick et al (2012) and is conducted on 643 bachelor students in faculties of literature and humanities, and engineering in Shahid Bahonar University of Kerman selected using cluster sampling.* ***Results:*** *In this research, Cronbach's alpha was used to determine the reliability of the latent variables of the questionnaire. The reliability for six components of the questionnaire was 0.93 to 0.94 which proved the tool as reliable. Confirmatory factor analysis was also applied to determine the validity. The results of confirmatory factor analysis indicated that six-factor structure was appropriate regarding its compatibility with theoretical principles and separation of questions. Therefore, the six-factor model of calling and vocation questionnaire was acceptable and proved the validity of questionnaire based on different indicators.* ***Conclusion:*** *The author of the survey concluded that this questionnaire can be used to determine the calling and vocation of students and staff in various positions.*

***Keywords:*** *calling and vocation, work ethics, validation, reliability, construct validity.*

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# Deterring Corruption Model Based on the Teachings of Nahj Al-Balagha ❖

*Alvani, M. [*]*
*Eslam Panah, M.[**]*

**<u>Objectives:</u>** *The present survey intends to elucidate a deterring corruption model based on the teachings of Nahj al-Balagha.* **<u>Method:</u>** *The method of the article is qualitative and exploratory. For the purpose of this study the content of the book Nahj al-Balagha by doctor Delshad tehrani is analyzed. 15 Seminary experts were interviewed to confirm the qualitative findings.* **<u>Results:</u>** *Based on the findings of the content analysis of 402 sub-themes compliance with the principle of semantics in three categories (Excellence, Prevention and Treatment) on the deterrence of corruption were extracted. Frequency sub-themes of excellence (%17.7), prevention (%73.8) and treatment (%8.5), respectively. Then, due to overlaps, sub-themes, and finally to 40 main themes and finally were classified into 7 axis.* **<u>Conclusion:</u>** *The author of the article concluded that based on the mentioned themes, the deterrence of administrative corruption by relying on the teachings of Nahj al-Balagha is designed.*

**Keywords:** *design, deterrence, prevention, administrative corruption, the teachings of nahj al-balagha.*

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# The Criteria for Attracting Faculty Members in Iran: (Mixed Method) ◈

*Eskandar Pour, B.*[*]
*Ahmadi, H.*[**]

**Objectives:** *The purpose of the present study is to identify the criteria for attracting faculty members in Iran, focusing on the University of Ardebil.* **Method:** *To achieve the objective of the case study, quantitative data were first collected and then quantitative data were collected and analyzed based on its findings. The statistical population of the research is quantitative, 253 faculty members of the university. For qualitative and purposeful sampling, 10 people were interviewed. In the small part, 114 individuals were selected for sampling by simple random sampling. . The data collection tool is a semi-organized interview in a qualitative section. Using 3D-Negri method and participant feedback for its validation, a questionnaire was developed by the researcher, whose Cronbach's alpha coefficient was 78%. In order to analyze the qualitative data, an inductive content analysis based on open coding was used and in the quantitative part of the structural equation model with Pls software was used.* **Results:** *The findings of this study showed that the criteria considered by the responsible authorities include research criteria such as special attention to the publication of articles in specialized journals, book publishing and translation, sponsor or collaboration in research projects and educational criteria such as teaching experience, membership in the elite foundation, English proficiency and religious standards. The results of quantitative stage results showed that the model has a suitable fit. All criteria for recruiting and recruiting faculty members are considered to be important faculty members.* **Conclusion:** *According to the results of this research, it can be said that by using existing indices, universities can attract talented members.*

**Keywords:** *attracting faculty members, employment of faculty, hiring, - higher education.*

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## *Designing the Conceptual Framework of the Islamic International University: A Qualitative Study* ✧

*Zamani Manesh, H.* [*]
*Assareh, A.* [**]
*Ahmadi, Gh.* [***]

**Objectives:** *The purpose of this study is to design a conceptual framework of the Islamic International University.* **Method:** *The research method was qualitative and ten academic experts were selected in a purposeful and network manner and identified through deep interviews, codes, concepts, and categories of the Islamic International University through the theme analysis method.* **Results:** *The results indicated that 66 codes were extracted based on the conceptual similarity of the code and classified according to their distribution in the form of 12 concepts and 2 main categories and finally, by using the results of past steps, the conceptual framework of the International Islamic University was designed based on Iran's ecosystem.* **Conclusion:** *The conceptual framework of the Islamic International University consists of two main categories: (1) Out-of-university category: refers to mechanisms that are not under the control of university bosses and administrators, and exert pressure on internationalization outside the academic environment. 2) In- university category: refers to mechanisms that are a part of the inherent functions of the university and are under the control of university administrators and can lead the university to internationalization by strengthening, improving and monitoring them.*

**Key words:** *higher education, internationalization, islamic university, qualitative research.*

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# *University and Resistance Economy: The Role of Universities in the Realization of Resistance Economy Through Cultural Infrastructures* ◈

*Amoo Zadeh, J.* [*]
*Fallah, V.* [**]
*Safarian, S.* [***]

**Objectives:** *The aim of this study is to investigate the role of universities in the realization of the strength of the economy through infrastructure, human resources, cultural, political, social and economic.* **Method:** *The research community is the faculty members of Mazandaran Universities, whose number is about 3,500. The researcher-made questionnaire of this research is a cluster random sampling among 470 members of the distribution community with 420 correct questionnaires. In order to analyze the data, structural equation approach and LISREL software were used.* **Results:** *The findings of the research showed that the university has a significant effect on the cultural infrastructure with a coefficient of 0.76. On the other hand, the cultural infrastructure also has a 0.82 impact on the resistance economy. Furthermore cultural infrastructure functions as a mediator in the relationship between the university and the realization of partial resistance economy.* **Conclusion:** *The results showed that the impact of university on resistive economy is more possible with the presence of cultural infrastructure variable as a mediator. However, the university directly affects the resistance economy.*

**Key words**: *university, cultural infrastructure, realization of resistance economics, mediating role.*

# Merit Selection Criteria for Academic Directors Based on Islamic Teachings
## (Case Study: Payame Noor University) ◈

*Davali, M.M.* [*]
*Zamahani, M.* [**]
*Darvish, H.* [***]
*Azar, A.*

**Objectives:** *The purpose of this study is to identify merit selection criteria for competent academic directors based on Islamic teachings in order to select and appoint efficient directors.* **Method:** *The study is applicable from the objective aspect. Qualitative approach via Delphi technique is employed in this study since the research topic is a qualitative topic and quantitative rationalism viewpoint cannot be considered as the research basis. Delphi technique was executed in two rounds by the formation of academic scholars' panel which was consisted of the experts and elites of Payame Noor University.* **Results:** *The findings disclosed that the twenty- two extracted indexes from Islamic sources were evaluated and confirmed by the experts. Using exploratory factor analysis, these indexes were classified into three classes, i.e. ethical, school and organizational criteria.* **Conclusion:** *As a result, selection and appointment of competent directors, especially in higher education, institutions will be led to the training of efficient and competent personnel in an institution which is a center for the education of future directors. Thus, they can provide the grounds for development and advancement of the country.*

**Key words:** *competency, selection, merit selection, islamic teachings.*

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# *The presentation of an Interpretive Structural Modeling of Jihadi leadership based on Ayatollah Khamenei viewpoints along with Criticism of Quantum Leadership Paradigm* ◈

*Abdolhamid, M.* [*]
*Mohammadi, M.* [**]

**Objective:** *This study is conducted with the aim of presenting an interpretive structural model of Jihadi leadership based on the viewpoint of Ayatollah Khamenei. In this regard, while describing the chaotic state of opinions of the organizational leadership, the critique of quantum leadership theory was considered as the last proposed solution.* **Method:** *The sources of the research were the statements of Ayatollah Khamenei. Using content analysis method, resources were analyzed and sub-concepts and general concepts of desirable leadership policies were presented in the form of Jihadi leadership theory.* **Results:** *The present study is presented as a model of Jihadi leadership in the form of the Seven Policies: anti-oppression policy, benevolent policy, visionary policy, dignity-based Policy, Identity-based Policy, Intrinsic Policy and attractive Policy.* **Conclusion:** *The results of the study indicate the high status of visionary policies and, later on, identity-based policies in the final model of jihadi leadership.*

**Key words:** *jihadi leadership, quantum leadership, interpretive structural modeling, ayatollah khamenei.*

# Designing the Servant Leadership Pattern with an Islamic Approach in Higher Education ◈

*Viseh, S.M.* [*]
*Taban, M.* [**]
*Ali Karami, S.* [***]

***Objectives:*** *In order to achieve this goal, one of the best styles can be Servant Leadership. This study aims to present a model of Servant Leadership in higher education (University of Ilam).* ***Method:*** *The research is exploratory mixed method research in the categories of applied research and field method is used for data collection. Data is collected by tools interviews and questionnaires. The Statistical population of this research was chosen from the higher education (universities of Ilam), the number of statistical sample for the qualitative section were 8 and for the Delphi section were 20 experts of higher education that were selected by snowball sampling and non-random sampling.* ***Results:*** *The analysis of Delphi section was conducted by statistical tests including mean, standard deviation and Kendall's coefficient. Results revealed that following dimensions make up an Islamic approach: serving, servant leadership competencies, outcomes of servant leadership, trust, humanism, humility, commitment, altruism and forecasting model of servant leadership in higher education.* ***Conclusion:*** *Based on research findings, it can be concluded that the Institutionalizing of the service leadership style has various personal and organizational consequences such as insight, spiritual and personality development of employees, Unifying, empowerment, and improvement of organizational communication and provision of training programs for employees.*

***Key words:*** *paradigm, to do service, servant leadership, higher education, delphi technique.*

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# *Identifying Solutions for Issues in Cultural Policy Making Process from the Perspective of Verses of Holly Quran Based on Piety* ◈

*Attaran, J.* *, Alvani, M.* **
*Zarei Matin, H.* ***
*Karimi, A.* ****,*Rad, A.* *****

**Objectives:** *The present study aims at identifying, classifying and prioritizing Solutions for issues in Cultural policy making from the perspective of verses of Holly Quran Based on Piety.* **Method:** *The research population included religious experts and gurus from whom many individuals were selected for the first stage (7 individuals for depth interview and 14 individuals for 5 focus groups) using mixed method (qualitative-quantitative) and 12 individuals were selected for the second phase (using questionnaire for identifying, classifying and prioritizing issues).* **Results:** *Analysis of the data resulted in identifying the most important solutions for issues based on verses of Holly Quran and reliable Shia interpretations. Based on this, 1659 verses of Quran were categorized into 97 codes and two dimensions (theoretical and practical).* **Conclusion:** *After conducting binomial and Friedman tests in SPSS Version 20, 82 codes were identified and prioritized which represent the most significant cultural Solutions for issues derived from verses of Quran.*

**Key words:** *quran, cultural issues, solutions for cultural issues, cultural policy making.*

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*In The Name of Allah*

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