

Identifying Cognitive Components of Social Capital from Imam Khomeini Point of View ♦

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Objectives: This study aims to identifying components of social capital in cognitive and mental dimensions from Imam Khomeini point of view, in *Sahifa Noor* book. **Method:** Research method is qualitative and consists of inductive content analysis. For this purpose, from 22 volumes of *Sahifa Noor* book, 15 volumes are selected and in order to make a relation between these books and social capital concepts, and by taking notes from library resources through classification processes, Coding and theme making, they have been analyzed. **Results:** Results show "god centeredness", "Islam centeredness", "trust", "reliability", "rule orienting and believing that god monitors us", are important factors of social capital's cognitive components from Imam Khomeini point of view. **Conclusion:** The authors of the article concluded that Imam Khomeini has recommended people and officials according to the commands of God and emphasis on the necessity of increasing trust and social integration and the practice of the laws.

Keywords: Imam Khomeini, social capital, trust, social solidarity, social partnership, social institutions.

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Mosque and Congregational Prayer Metaphors of the Organization from the View of Islam: Managerial and Organizational Concepts from the Mosque and Congregational Prayer for the Islamic University ♦

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Objectives: Our goal in this article is to deduce the managerial and organizational findings for the Islamic University by examining the various aspects of the mosque and congregational prayer. **Method:** In order to achieve the goal, we first tried to get acquainted with the rulings and issues related to the mosque and congregational prayer, and in the next step we explained the dimensions of the Islamic University. **Results:** According to Islamic teachings dimensions, functions and optimal model of Islamic University were presented. The characteristics of the imam of the congregation are the basis for determining the criteria for selecting individuals in the Islamic University. The satisfaction of employees in the mosque and the Islamic University seems necessary for the effectiveness. As the paper shows, the rules of the mosque and congregational prayer can be used to manage affairs and carry out activities at the Islamic University. **Conclusion:** Comparative analysis of congregational prayer and mosque, and the Islamic University helps us to understand the dimensions of the Islamic University. The managerial and organizational concepts of the mosque and congregational prayer provide the exact application principles that can facilitate and accelerate the process of development and excellence at Islamic University.

Keywords: mosque, congregational prayer, islam, islamic university.

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Planning the Islamic Conceptual Pattern for Justice in Compensation for Services System Based on the Teachings of Nahj Al-Balaghah ♦

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Objectives: Human resource is one of the main pillars of an organization in advancing its goals. Therefore, in return for the service it provides to the organization, it is the duty of the organization to properly compensate for its service. Different dimensions of compensation in the conventional management literature have been highly researched. However, the present study has been formed in the context of Islamic studies and aims at extracting the model of justice in compensation for services in Islamic management literature. **Method:** To do this, by means of thematic analysis method and with the help of Maxqda software, out of ۴۷۳ selected terms, ۱۹۶ non-repetitive codes were selected, which resulted in the production of ۱۷ basic themes and finally was summarized in ۳ organizer themes. **Results:** By emphasizing the widespread and comprehensive concept of compensating for services, which includes material and spiritual components, the elements of fair compensation were extracted from the text of the letters and sermons and the wisdom of Nahj al-Balaghah. And its conceptual network pattern was formed. **Conclusion:** The viewpoint of Amir al-Mu'minin (as) in the Nahj al-Balaghah toward compensation is not summarized to payment. In order to establish a fair compensation system, all aspects of compensation, including behaviors and interactions, as well as organizational procedures, should be fair, so that justice in compensating for subordinates would be completely realized.

Keywords: compensation for services, justice, nahj al-balaghah, thematic analysis.

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The Role of Religious Identity in the Formation of National Identity in Student fans of National Teams
(Case Study: National Football and Basketball Team) ♦

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Nazariyan Madvani, A.****

Objectives: The purpose of this study is to investigate the role of religious identity in the formation of the national identity of national football and basketball fans. **Method:** The research is an applied and descriptive survey. The statistical population of this research is all students of Tehran University, which 597 volunteers completed the research questionnaire. The research instrument is a questionnaire for the national and religious identity of Bogdanov (2011), whose validity was confirmed by 12 experts. Cronbach's alpha coefficient for both questionnaires was 0.93 and 0.91, respectively. Data were analyzed by structural equations in Warp pls 5 and fit index of the model was confirmed. **Results:** The results showed that the religious identity had a positive effect on the national identity of Shiite and Sunni students, respectively, equal to 0.591 and 0.432, respectively. In general, religious identity had a positive effect on students' national identity of 52.88. The R^2 also showed that religious identity can only explain 27.8% of the variance of national identity. Accordingly, other effective variables in the student's national identity should be considered. **Conclusion:** Due to the weakness of religious identity in the formation of a national identity, sports environments can increase common constraints by reducing structural constraints and lead to the strengthening of national identity.

Keywords: national identity, religious identity, iranian students, national teams.

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The Impact of Virtue on Organizational Justice
(Case Study: Staff of Mohaghegh Ardebili University) ♦

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Baghal Asghari, P.***

Objectives: *The aim of the present research is to examine the role of virtue on organizational justice. **Method:** This study is descriptive and correlational. In this study, 104 employees of mohaghegh Ardabili University were selected by simple random sampling. To measure organizational justice, questionnaire (Niehoff and Moorman 1993) was used and to measure virtue, questionnaire was used which its validity was confirmed by experts and its reliability by using Cronbach's alpha / 78 was approved. In order to analyze the data of statistical methods, correlation and regression were used. **Results:** The results showed that there is a significant correlation between managers' virtue with organizational justice, and the main research hypothesis was confirmed. **Conclusion:** The author of the article concluded that there is a significant relationship between the virtue of God and justice, and the main research hypothesis was confirmed. On the other hand, managers' virtue in universities should be considered as an important factor to be developed and strengthened in universities.*

Key words: *justice; manager's behavior; mohaghegh ardebili university; the virtue of god.*

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Evaluation and Analysis of Dark Side of Organizational Behavior from the Viewpoints of Amir Almomentin (PBUH) ♦

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Objectives: Considering the letters of Amir Almomentin (PBUH), current research aims at investigating and understanding the concept of dark side of organizational Behavior from the Islamic perspective through the utilization of international models and patterns. **Method:** The method of the present research is based on using qualitative content analysis. According to previous research, deviant Behaviors are divided into two groups of positive and negative Behaviors. The phenomenon of dark side of Behavior is considered a negative deviant Behavior which imposes tremendous annual expenses and has been the center of attention by many organizations. **Results:** The results of the survey indicate that religious texts, especially Islamic contents and letters of Amir Almomentin that are mostly directed toward commanders and managers, this Behavior has been repeatedly notified. In this research, 49 indicators of such Behavior are identified and categorized in two individual and organizational categories. **Conclusion:** In addition to preventing such Behavior, solutions like clarification, organizational justice, lack of social negative contacts, prevention of adverse competition, meritocracy, and organizational culture development have been provided for which the instances of Amir Almomentin sayings in different letters are also noted and discussed.

Key words: organizational behavior, dark side of organizational behavior, individual and organizational deviances, letters of nahj albalagheh.

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Philology of Scientific Groups in University Supreme Educational System by Applying Comparative Study of World Selected Scientific Groups ♦

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Objectives: The present survey aims at clarifying the features of scientific groups in supreme educational system by applying comparative study of world selected scientific groups. **Method:** The method of the study is a comparative study and sampling. In this way 17 world scientific groups are selected, identified and analysed by content analysis and Delphy fuzzy method is used to validate the results. **Results:** Through the content analysis of selected scientific groups and in order to clarify the features and function of scientific groups the results are confirmed in seven dimensions and are classified in 38 components and indicators and the validity is confirmed by Delphy fuzzy method. **Conclusion:** Establishing the scientific group among undergraduate university students is a widespread measure in supreme educational system and provides an atmosphere for the talented students to develop their ability in comparison with other students.

Key words: scientific groups, supreme education, university, comparative study, content analysis.

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Pathological Characteristics of Culture and Jihady Management by Using Meta-Synthesis Method ♦

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Objective: In this paper, with the purpose of identifying the pathological characteristics of Jihady management, after searching, we found 12 related articles. **Method:** By using Meta-Synthesis method we interpreted and categorized original data of selected studies then showed them in content network. In terms of the results, this article is developing research and in terms of data is qualitative research. **Results :** The findings of this study are divided into two groups of internal and external damages, Three kinds of internal damages: being away from God, the dependence on the world and change of purpose, and thirteen kinds of external damages: Stay away from meritocracy, the rule of relationships rather than rules (favouritism), bureaucracy, the Influence of opportunists and spinelessness, loss of the original human capital, weak monitoring(observation) and evaluation, weakness in making qualified staffs, regardlessness to the position represented by the supreme leader, lack of public participation, lack of coordination in affairs, lack of adherence to the law and illegality, lack of defining the principles and indicators of jihady culture and censorship were identified as the most important findings of this study. **Conclusion:** Research findings indicate that in logical division, the jihady management damages can be divided into two categories of internal and external damages. Regarding the nature of internal and external damages, internal damages are more important than external damages and among the dimensions of external damages, bureaucracy is of the highest importance that the majority of research in previous years has focused on the destructive impact of bureaucracy on jihady culture and jihady management. The damages which are identified in these articles are divided into two categories of internal and external damages including 16 dimensions and 122 indicators.

Key words: culture, jihady culture, jihady management, pathology, meta-synthesis.

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Alumni Employment in the Field of Educational Administration at Allameh Tabataba'i University (ATU) ♦

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Jahani Javanmardi, F. **

Noroozi, M. ***

Objectives: It is to determine the status of alumni in the field of educational administration in Allameh Tabataba'i University (ATU).

Method: It is a descriptive-survey study. The population includes all 338 alumni of educational administration including 191 undergrads and 147 graduates within 1390-94. Stratified sample includes 123 and 108 persons totaling to 231. A researcher-developed questionnaire was employed.

Results: Near half of the participants (53.4%) are unemployed mainly due to lack of job opportunities. Most of the individuals are hired through employment exams, mostly in private and service sector. Job satisfaction as well as relevance between job and specialization is at the medium level. The role of ATU brand in their employment is medium to high. Only 7 out of 53 undergrad and grad courses have been of some use for their jobs. Nevertheless, their training needs to be covered include: skills training, computer and software, job-related training, English language, Training need assessment skills, and administrative work. ***Conclusion:*** In general, there is a considerable gap between the market need for knowledgeable and skillful individuals and university outputs. Thus according to findings of the study, a transformation is needed in the content and curriculum of the field of educational administration more than ever. In addition, the two courses, practicum in educational organizations and practicum in educational institutions, must be taken more seriously and more productively in order to provide some skills for the students.

Key words: alumni employment, educational administration, ATU.

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A Classified Framework of Effective Factors on Science and Technology Diplomacy Development in Iran Universities ♦

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Objectives: *Science and Technology Diplomacy (STD) is a nascent concept lacking worthy of academic literature and scientific texts, despite the strength of the applied field. Universities of Human Sciences have always been highly concered by the foreign policy administrations due to greater engagement with political issues and have paved the path for international interactions ahead of Engineering and Medical Science Universities.* **Aim:**

Hence, the current paper aims to establish development (STD) framework by Islamic Republic of Iran Universities of Human Sciences, in addition to identifying the affecting factors. **Method:** *Therefore, first we identified the Knowledge Tree of Universities of Human Sciences impact on development of STD and then classified factors using Interpretive Structural Modeling approach. Finally, we measured the intensity of the relationships between factors at different levels using DEMATEL software.* **Results:** *At the end, we provided five overall levels of grounds, obstacles, causes and tools, strategies and outcomes and intensity of relations among them as well as internal variables.*

Key words: *science and technology diplomacy (std), university, diplomacy development framework, DEMATEL, ISM.*

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In The Name of Allah

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