

Understanding the Concept and Dimensions of Human Resource Self-Efficacy from Viewpoint of Nahj Al-Balagha ♦

Behboudi, M.R. *

Baneshi, E. **

Nabizadeh, M. ***

Objectives: One of the factors affecting employees' performance is a concept called self-efficacy. The present study investigated Imam Ali's book, *Nahj al-Balagha* with aim of recognizing the concept of self-efficacy and explaining its dimensions. ***Method:*** In this research, the method of the thematic analysis has been used in the analysis process, which is relevant to the collection and analysis of qualitative data. The relevant narratives were extracted by using the keywords and also the re-reading of *Nahj al-Balagha* (translated by Mohammad Dashti). Then, the narratives obtained were analyzed by referring to *Nahj al-Balagha* Description book. ***Results:*** In this study, 358 messages were encoded from 38 sermons, 13 letters and 78 utterances. Subsequently, these messages were categorized into 50 concepts, 19 categories and 6 dimensions. ***Conclusion:*** According to the results, the self-efficacy includes six dimensions in two general sections. The first section, which is a prelude, consists of three dimensions of self-knowledge and self-improvement, trust in God at works, and gaining knowledge. The second part which are outcomes includes three other dimensions of pragmatism and endurance in work, self-auditing, and patience against problems.

Keywords: psychological capital, self efficacy in islam, dimentions of self efficacy, nahj al-balagha.

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* (Corresponding Author): Ph.D. in Management of Business Administration; Australia National University; Assistant Prof.; Industrial Management Group of Accounting and Management Faculty of Hormozgan University / Email: behboudi@hormozgan.ac.ir.

** Ph.D. in Human Resources and Organizational Behaviour; Allameh Tabatabaee University; Assistant Prof. at Custom and Commercial Management Group of Accounting and Management Faculty of Hormozgan University.

*** M.A. in Executive Management; Accounting and Management Faculty of Hormozgan University.

The Impact of Professional Ethics of Physical Education Teacher,s On the Motivation of the Progress of Female Students in Sports Activities ♦

Saberi, A. ^{*}, Goodarzi, S. ^{**}
Javdan, M. ^{***}, Ghorbani, M.H. ^{****}

Objectives: The purpose of this study is to investigate the effect of professional ethics of faculty members of physical education of universities on the motivation for the progress of female students in sports activities. **Method:** The method is descriptive correlational study using structural equation modeling. The statistical population of the study consisted of all students of public, Azad and PNU students in Yasuj that in the second semester of the academic year 97-96, they set up general education or sport lessons. According to the statistics, 760 students were trained at the universities. The sample size was estimated to be 260, based on the Morgan table. The questionnaires were distributed by stratified random sampling. The data collection tools was a questionnaire. Data analysis at two levels of descriptive statistics (Frequency, percentage, mean and standard deviation) and inferential statistics (Kolmogorov-Smirnov test, single-sample t-test and structural equations). **Results:** The findings show that the proposed model has a good fit for the impact of professional ethics on the student's motivation to participate in physical activity, and this was a good predictor of the motivation for progress. According to the fact that physical activity is one of the factors affecting the health of tutors can create professional ethics in this field Provides student participation in leisure time and bring them health.

Keywords: university students, professional ethics, motivation of progressing.

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* (Corresponding Author): Ph.D. in Physical Education and Assistant Prof. of Farabi Campus – University of Tehran / Email: ali_saberi1364@ut.ac.ir.

** Ph.D. in Physical Education; Accounting and Management Faculty of Farabi Campus – University of Tehran.

*** Ph.D. Student in Physical Education Farabi Campus – University of Tehran.

**** Ph.D. in Physical Education and Assistant Prof. of Physical Education Sciences Research School (Tehran).

***The Role of Organizational Spirituality on
Organizational Anomia by Considering the Role of
Mediator of Work Ethic (Case Study: Lorestan University) ♦***

Sepahvand, R. *
Arefnezhad, M. **
Zareh, F. ***
Sepahvand, M. ****

Objectives: The purpose of this research is examination the role of organizational spirituality on organizational anomia by considering the role of mediator of work ethic. **Method :**The present research in terms of purpose and in terms of collecting data is a descriptive research type and is a branch of survey research. The statistical population of the research is 240 numbers of employees of Case study: Lorestan University; that 147 numbers as statistical sample have been selected by using simple random sampling method. Data is collected by using standard questionnaires; Structural equation modeling and Amos statistical software have been used to analyze them. The conceptual model of research has a favorable fit. **Results:** The results of the research show that organizational spirituality has a positive and significant relationship with work ethic and negative and significant relationship with organizational anomia. Research Findings indicate that there is a negative and significant relationship between work ethic and organizational anomia. Also, the results of the data review show that organizational spirituality can lead to reducing organizational anomia through institutionalizing of work ethic in organization.

Keywords: organizational spirituality, work ethic, anomia.

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* Ph.D. in Management, Professor, Department of Management, Faculty of Economic and Administrative Sciences, Lorestan University, Khorramabad, Iran.

** (Corresponding Author): Ph.D. in Management, Assistant Professor, Department of Management, Faculty of Economic and Administrative Sciences, Lorestan University, Khorramabad-Iran / Email: arefnezhad.m@lu.ac.ir

*** Ph.D. student of management, Faculty of Economic & Administrative Sciences, Lorestan University, Khorramabad, Iran.

**** M.Sc. Student of Educational Sciences, Faculty of Literature and Humanities, Lorestan University. Khorramabad – Iran.

Design and Development of a Comprehensive Model of Entrepreneurial University Using a Meta-Synthesis Approach ♦

Mohammad Pour, S.^{*}, Salar Zehi, H.^{**}
Vazifeh, Z.^{***}, Yaghoobi, N.^{****}
Kamalian, A.R.^{*****}

Objectives: The purpose of this research is systematically studying of theoretical models and researches carried out on the subject of entrepreneurial university in order to summarize, classify and integrate its components. **Method:** This study is an applied research with a meta-synthesis qualitative approach. For this purpose, 128 articles were analyzed for collecting and analyzing data using an inductive qualitative content analysis approach based on open, axial and selective coding. **Results:** Following coding, the components of entrepreneurial university were organized in 15 main categories, 44 concepts and 293 codes, and the significance and priority of each concept was determined using Shannon entropy. **Conclusion:** Based on the findings of the research, the concepts of structure type, entrepreneurial support culture, management support from entrepreneurial activities, entrepreneurial goals and strategies, knowledge commercialization, entrepreneurial curriculum, introducing university entrepreneurs as role models, forming marketing centers, developing communication and networking have the highest importance and highest rank among the concepts. Finally, the suggested model was presented based on the derived components.

Keywords: entrepreneurial university, university entrepreneurship, higher education, industry and university relations.

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* Ph.D. Student in Management at Sistan and Baloochestan University; Management Group of Economy and Management Faculty.

** (Corresponding Author): Ph.D. in Management at Allameh Tabatabaee University; Associate Professor of Management Group of Economy and Management Faculty at Sistan and Baloochestan University / Email: salarzehi@gmail.com

*** Ph.D. in Management at Tehran University; Assistant Professor of Management Group of Economy and Management Faculty at Sistan and Baloochestan University.

**** Ph.D. in Management at Allameh Tabatabaee University; Professor of Management Group of Economy and Management Faculty at Sistan and Baloochestan University.

***** Ph.D. in Management at Delhi University; Associate Professor of Management Group of Economy and Management Faculty at Sistan and Baloochestan University.

Learning Transfer Pattern Validation of Faculty Development Programs in Qom Universities ♦

Abbaspour, A. ^{*}, Rahimian, H. ^{**}
Taheri, M. ^{***}, Mobini, M. ^{****}

Objectives: The present article aims at analyzing the effective factors on Learning Transfer pattern Validation of faculty development programs in Qom selected universities. **Method:** The method of the survey is explorative and compound approach and to reach this goal, the researchers, using the method of analyzing qualitative content, have devised a conceptual model by conducting semi-structured interviews with a group of experts and integrating their views into theoretical literature of research and documentary studies and in an quantitative content the researchers used questionnaires to collect and analyze the opinions of 200 scientific members of Qom universities. **Results:** The results of the study indicate a significant relationship between scientific board members motivation and needs with learning transfer as a fundamental fact. On the other hand the results showed no relationship between scientific members professionalism with learning transfer. The results also indicate a significant relationship between improving the level of academic freedom, socialization and competence among scientific board members with improvement in their academic practice. **Conclusion:** The authors of the article conclude the following effective factors in improving the level of faculty development programs: promoting the quality of student selection process, improving the international negotiations level, development and improvement in educational planning, comprehensive needs assessment, scientific board cooperation in educative programs planning, improving the level of academic freedom, correcting the process of scientific board members socialization and employing the competence professors.

Keywords: mixed methods approach, faculty development, learning transfer.

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* (Corresponding Author): Ph.D. in Human Resources Management; Associate Prof. in Management and Educational Planning; Allameh Tabatabaee University / Email: abbaspour1386@gmail.com.

** Ph.D. in Education; Associate Prof. in Management and Educational Planning; Allameh Tabatabaee University.

*** Ph.D. in Educational Management; Associate Prof. in Management and Educational Planning; Allameh Tabatabaee University.

**** Ph.D. in Higher Educational Management; Allameh Tabatabaee University.

The Organizational Barriers of Vigor-Creating in the University; Providing a Grounded Model

(A Case Study of Alzahra University) ♦

Jovari, B. *, Mohammadi Moghaddam, Y. **

Ghahremani Ghajar, S. ***, Hasan Moradi, N. ****

Objectives: The present study is practical in terms of objective and it attempts to discover organizational barriers with vigor in the university based on the Grounded Model by an interpretive approach. **Method:** Data collection was done using semi-structured interview method during 2016-2018. The research methodology is a qualitative method. In the qualitative section, using the purposive sampling and theoretical saturation index, 20 experts from Alzahra University in the field of human resource management and organizational psychology were interviewed as research experts. The codes derived from the propositions text were recorded using a Colaizzi method and then, based on them, the paradigm model of organizational barriers of vigor-creating in the university was identified using the grounded method. In order to examine the reliability and validity of the model, a questionnaire was developed using the Cohen's kappa agreement coefficient method and five experts were asked to comment on their agreement on the coding in the model. **Results:** According to the research findings, from the viewpoint of the experts of Alzahra University, in the model of organizational non-vigor in the university, the conditions of inefficiency of laws and regulations as the causative conditions affect the desired phenomenon, that is, barriers to organizational vigor-creating in university. In the meantime, the obscurity of university abilities as intervening conditions and the emergence of work-family conflicts act as the underlying conditions for exacerbating the organizational non-vigor of the members, which these three-dimensional (causal-underlying-intervening) conditions in interaction and action together led to create the negative and anti-productive psychological reactions of the organization in the competitive atmosphere of the university will result in the creation of organizational non-vigor. After calculating Cohen's kappa agreement coefficient of the experts opinions, the arithmetic mean of the coefficients was approximately 0.8 using the SPSS software. This means, according to the standard table of criteria for the agreement severity, the reliability and validity of the model found in this grounded research has been approved by experts. **Conclusion:** Based on the research findings, the theoretical narrative of this research will be as follows: University can cause to create organizational vigor through establishing strategic resource management and by influencing the three supporting necessary and sufficient conditions for removing the working-family conflicts, university's capabilities branding in a targeted society, empowerment of rules and regulations by removing organizational barriers through the development of positive psychological and organizational productive capacities. So that their reflection will be displayed in form of the flourishing of the talent and the educational, research-executive dynamics of the university member (production and sharing of science) and the response to the environmental and surrounded needs (quality, expertise, knowledge, monetizing).

Keywords: organizational vigor; alzahra university; colaizzi method; grounded method; agreements coefficient.

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* Ph.D. Student of of Management, Faculty of Humanities, Islamic Azad University of Tehran North Branch, Tehran, Iran.

** (Corresponding Author): Associate Prof. of Management, Faculty of Humanities, Amin University, Tehran, Iran / Email: you_mohammad@yahoo.com.

*** Associate of Literacy and Language Education at Alzahra University in Tehran, Iran.

**** Ph.D. in Public Administration, Human Resources Orientation, North Tehran Branch, , Islamic Azad University, Tehran, Iran..

Managers requisite Skills at Islamic Azad University ♦

Shafiepour Motlagh, F.*
Atashak, M.**

Objectives: The purpose of this research is to explore manager's requisite Skills at Islamic Azad University. **Method:** The methodology of the research was exploratory. The statistical community includes all of the subject matter experts. The instrument of the research was made researcher questionnaire. The content validity of questionnaire provided by specialist. The reliability of questionnaire was equal ($\alpha=0.93$). Data analyzed by test of KMO, Exploratory Factor Analysis, one sample t test. **Results:** The total results revealed that components are: responsibility, national- religious identity, ICT, psychological, strategic planning, counselor and supportive, time management and globalization and internationalization. Mean maximum was psychological skills and mean minimum was strategic planning. **Conclusion:** Directors of Islamic Azad University are equipping themselves to respond to customers, while maintaining international and international character and using the scientific experiences of other countries, maintain their cultural-religious identity, change the processes of university administration based on information and communication technology Given the increasing volume of university activity, they are committed to time management and formulate strategic planning and act on it.

Key words: managers skills, islamic azad university, higher education.

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* (Corresponding author): Ph.D. in Educational Management, Branch Mahallat, Islamic Azad University, Mahallat, Iran / Email: farhad_shafiepoor@yahoo.com

** Ph.D. in Educational Management, Young Researchers and Elite Club, South Tehran Branch, Islamic Azad University, Tehran, Iran.

***Recognizing the Competence Components of
Effective University Professors from the Viewpoint of
Islamic Guidelines
(An Approach Toward Islamic Revolution University) ♦***

Dialameh, N. *

Objectives: *Effective teachers are those who are able to change the cognitive, emotional and functional aspects of their students. The current study is an attempt to investigate the Islamic guidelines to the competency components of such teachers. **Method:** This analytical-deductive research is textual and sociological analysis of the authentic books of the Hadith of the Ahlul-Bayt School of thought. In this regard, the components of the effectiveness of the text of the narratives that were directly or indirectly related to the learning and teaching were extracted and presented in the form of conceptual concepts and categories. **Results:** The findings revealed 27 competencies in 5 areas: attitude, value, knowledge, behavior, and action which were of cognitive, emotional and functional qualifications. **Conclusion:** In the Islamic model, attitude and value are infrastructural competencies while knowledge, behavior and character are the superstructural competencies. Also, each of them includes subcategories, such as: viewing knowledge as a blessing and gift, an enthusiasm for humanization, the effectiveness of knowledge, divine motive, creating trust, freedom, promoting critical thinking, avoiding arrogance, admitting academic insufficiency and etc. among effective teachers.*

Key words: *effective teachers, infrastructure competencies, superstructure competencies, islamic guidelines.*

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* Ph.D. in Theology and Islamic Studies; University of al, Imam Auzae (Beirut – Lebanon); Associate Prof. at Islamic Studies and Training Sciences Group of Imam Sadeq University / Email: dialameh@isu.ac.ir.

The Role of Awareness in the Relationship between the Leader and the Followers based on Holly the Quran ♦

Pourezzat , A.A. *
Satari, Z. **
Safae, S. ***
Moosivand, M. ****

Objectives: *The purpose of this research is to explain the role of awareness in the relationship between the leader and follower in the light of the Qur'an and the offspring (Etrath). **Method:** The present research is a kind of qualitative research, as content analysis, and the research was investigated using the method of the Quranic subject matter research on the word knowledge. Validity and reliability of the extracted concepts were confirmed by experts in this field. **Result and conclusion:** The results of the extant study of the community which is the holy Quranic aspect and the translation of the verses of the text from the text of al-Mizan's interpretation books have revealed that awareness of five items, the status and value of knowledge, factors and areas of awareness, barriers to awareness , The reflection of awareness in the performance of leaders led to a reflection of the awareness of followers.*

Key words: leadership, followers, leader and follower relationships, awareness, obedience.

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* Prof. of Public Management, University of Tehran, Iran.

** M.A. Human Resource Trend, Graduated from the Faculty of Management, University of Tehran, Iran.

*** (Corresponding author): Assistant Prof. of Social Sciences at Payam Nour University(pnu) / Email: safaei.s@pnu.ac.ir.

**** PhD. Student in Public Administration, Organizational Behavior, Instructorat Payam Nour University(pnu).

Exploring Requirements of Higher Education System for the Realization of Resistive Economy ♦

Soltani, M. *

Khanifar, H. **

Najafi, M. ***

Objective: This research is conducted to explore requirements of the higher education system for the realization of resistive economy. **Method:** The research is a qualitative descriptive one. Interview and documentary studies is used to collect data and thematic analysis method to analyze data. Sample included 10 academic and administrative experts, all lectures of supreme leader and 7 papers and books in the field. **Results:** 31 themes in 6 topics including Education, research, dissemination of knowledge (main functions of higher education), Structure and systems, culture and leadership (main levers for strategy execution) are identified as requirements of the higher education system for the realization of resistive economy. **Conclusion:** Contextualization of higher education for the realization of resistive economy requires actions at two levels: first, actions at the level of the Ministry of Science, Research and Technology and Universities, which are the main custodians of higher education in the country, and secondly, actions at the level of the state that is the Superior entity for the higher education and the main custodian of the implementation of the resistive economy.

Key words: Resistive economy, higher education, university, thematic analysis.

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* (Corresponding author): Assistant Prof. of Business Management, University of Tehran. Daneshgah Blvd., College of Farabi, University of Tehran, Qom, Iran
/ Email: mortezasoltanee@ut.ac.ir

** Prof. of Educational Management, University of Tehran.

*** M.A. in Change Management.

To Develop a Model for Intellectual Capital Maturity Model in Iranian Universities ♦

Salmani, D. ^{*}, Piran Nezhad, A. ^{**}
Farhangi, A.A. ^{***}, Mandegari, M.A. ^{****}

Objectives: The present article aims at developing a model for intellectual capital maturity model in Iranian universities. **Method:** The method of the survey is qualitatively based on Grounded theory, data gathering through semi-structured interviews and data analysis by Strauss and Corbin and paradigmatic modeling, sampling by theoretical sampling. It was based on 29 interviews with qualified experts. **Results :** The results of the research indicate that Iranian universities have some maturity regarding their intellectual capital. Benchmarking pressures, changes in the knowledge economy, business environment pressures, third-generation university missions, and managerial incentives are the motivations for the university to implement and implement its maturity model of intellectual capital. This model has 12 components of university image, managerial competencies, university culture, quality management, quality of technology, faculty competence, management philosophy, communication, research commercialization, university internationalization, intellectual property and student relationship management. The five domains include Primary, Repetitive, Defined, Managed and Optimized, and the five domains include Department, Faculty, University and National level. The steps that the university needs to take to implement the model include: planning, compensation, measurement, optimization of indicators and metrics, increasing intellectual capital awareness, intellectual capital measurement, intellectual capital reporting, integration and policy making, and strategy formulation. Implementation of intellectual capital maturity model occurs in contexts such as legal environment, stakeholder demands, community development, industry characteristics, environmental complexity and university independence. Structural dimensions, implementation costs, top management of the organization, organizational climate, evaluation, organizational knowledge and experience, intra organizational resilience are variables that influence the model implementation process and can facilitate or hinder its successful implementation. Finally, if the model is implemented, one can expect the development of a research and development network, an increase in the efficiency of the educational and research system, the development of a structure and a computerization of knowledge. **Conclusion:** Intellectual capital maturity is considered as an important requirement for universities which can provide the necessary ground for improving performance in line with environmental requirements.

Key words: maturity model, intellectual capital, grounded theory, Iranian universities.

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* (Corresponding author): Ph.D. in Human Behavior Leadership; International University of United States; Associate Prof. at Management Group of Tehran University / Email: salmani@ut.ac.ir.

** Ph.D. in Management; Associate Professor at Management Group of Tehran University.

*** Ph.D. in Communication Management; Professor at Management Group of Tehran University.

**** Graduated in Management

Exploring and Analyzing the Indicators of Islamic Management Style Assessment: Quantitative and Quantitative Integration Approach ♦

Amiri, A.*
Hosseini, R.**

Objectives: The purpose of this study is to evaluate the Islamic management style assessment indicators based on qualitative and quantitative approach. **Method:** In the first step, using qualitative research tools such as meta-combination, we will explore and explore the research criteria. In the second step, indicators are identified and ranked in order to evaluate the factors and the most important indicator of the impact on management style using the SHANON multi-factor decision-making technique. Regarding the research goal, the statistical population of this research includes all Ph.D. students of Industrial Management in Tehran University of Farabi. In the present study, due to the complexity of the decision matrix, and in order to increase the confidence of the target population, eight samples from the statistical society were selected as theoretical sampling and snowball. **Results:** According to the results of this research, the measure of communication strengthening and increase of effort and effort are two criteria. **Conclusion:** In the Islamic management styles ranking has the highest coefficient of importance and the criterion of organizational commitment and motivation has the least significant factor.

Key words: islamic management, islamic management style, islamic management indicators, shanon algorithm.

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* Ph.D. in Management; Prof. in Management and Accounting Faculty of Tehran University; Farabi Campus.

** (Corresponding author): Ph.D. in Management; Assistant Prof. in Management and Economy Faculty of Payame Noor University / Email: r.hosseini59@gmail.com.



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Islamic Republic of Iran

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<http://miu.nahad.ir/>
Email: dislamic5@gmail.com

In The Name of Allah

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