

The Identification and Analysis of Cultural Managers Traits from Qurans Point of View ♦

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Najafi Nezhad, A. ***

Objectives: The aim of this study is the thematic analysis of an effective cultural manager's components from Quran's point of view. **Method:** There for, in order to the principal aim of study and method of thematic analysis, 5 general theme are recognized: effective leadership, human resources management practices of an effective manager, characteristics and traits of an effective manager, managerial functions of an effective manager and attention to self-learning. The domain of this study is the whole verses of Quran that has been tried to explore the contents related to an effective cultural manager among them. **Results :** Concepts from the translations and construes of these verses have been obtained which after clustering, integrating and omitting the common codes, 231 key themes, 69 integrator themes of level 2, 19 integrator themes of level1 and 5 macro themes have been obtained. In order to checking the validity of this research, the method of Lincoln and Guba which are , the reliability of the research has been checked by the use of Holsti's method. **Conclusion :** The results have been analyzed in the template of thematic network and caused to explore the final model of this study.

Keywords: Managerial effectiveness, leadership of effectiveness, self-learning.

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Identifying Entrepreneurial University Indices and Providing a Model for Public Universities ♦

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Objectives: The emergence of entrepreneurial university is the result of inner development of university, impact of external factors on university, and increasing importance of knowledge and innovation in society. This study aims to provide a model for development of entrepreneurial university ecosystem at state universities in Iran. **Method:** This was based on the sequential exploratory mixed method and in two sections of qualitative and quantitative. In qualitative section used grounded theory method and in quantitative approach researchers used correlational method based on PLS and structural equation modeling. The population consisted of policy makers and professors, managers of entrepreneurship centers, growth and science and technology parks, industry department authorities, and PhD candidates in Tehran, Beheshti and Tarbiat Modarres University. Using purposeful sampling method in qualitative section and in quantitative section was people based on multi-stage random cluster sampling. 20 people were selected as key informants. The data were collected through a semi-structured interview and in quantitative was questionnaire based on item of qualitative section two methods including reviewing accountable validity and external and questionnaire through Cronbach's alpha (0.83) used to obtain validity and reliability of data. **Results:** At axial coding stage, causal factors, contextual, interventional, actions and interactions and outcomes were identified and presented in conceptual model. 72 indicators and 18 factors were approved using factor loading, extraction mean variance and high convergence validity (0.4), z high coefficients (1.96), coefficient of determination (R^2) and goodness of fit (GoF= 0.55). **Conclusions:** Universities need to develop an entrepreneurial ecosystem in which entrepreneurship flourishes. Entrepreneurship ecosystems are the result of interaction and commitment of the community and the university, roles, infrastructures and events that provide a suitable environment for the creation and development of levels of entrepreneurial activity.

Keywords: entrepreneurial university ecosystem, third generation university model, public universities.

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Application of Social Innovation to Increase Social Participation to Achieve Scientific Referent ♦

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Objectives: The present study has attempted to propose a set of strategies based on the social innovation approach to improve social participation to achieve the scientific referent. **Method:** In pursuing this goal, after extracting the components of scientific referent and social participation from academic literature, leadership statements, policy documents using fuzzy delphi and data mining, has been attempted to calculate, based on the SODA method. **Results:** The status of the components comprising 40 components in the 5 dimensions of the concept of "scientific referent" and 59 components in the 4 dimensions of the concept of "social participation". **Conclusion:** Finally, based on the consensus reached on the identified components, suggest strategies based on social innovation. The results showed the application of social innovation as a set of innovative activities aiming to meet a social need, which is to raise the level of social participation to achieve scientific referent, will help the country's main institutions.

Keywords: scientific referent, social innovation, social participation, universality of science and technology.

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**To Identify the Competencies of Heads of
Entrepreneurship Universities (Third Generation) by
Using Fuzzy Delphi Approach** ♦

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Esmaeili, M.R.***

Hakkak, M.****

Objectives: The purpose of the present study is to identify the competencies of heads of public universities affecting the productivity of Entrepreneurship University (third generation) by using fuzzy Delphi approach. **Method:** The statistical population of the study consisted of faculty members of public universities in Tehran who were selected through purposive sampling of 54 individuals. The instrument of interview and questionnaire was collected. **Results:** The results indicated that 31 criteria including support for innovation, optimal resource management, networking, strategic thinking, systematic thinking, creative thinking, team building and fundraising are important components for university managers to move toward. The university side is the entrepreneurship and productivity of such students. **Conclusion:** Managers of universities have an important role in the productivity of Entrepreneurship University (third generation). The higher education system, and in particular universities, is now expected to provide an institutionalized and strategic drive for entrepreneurship development through three core functions, entrepreneurial graduate education, entrepreneurship and entrepreneurship and value creation and technology, as well as promoting entrepreneurship in the sector.

Keywords: entrepreneurship university, competencies of heads of universities, entrepreneurship, commercialization of science, efficiency.

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Designing a Model for Universities' Scientific Authority as a Localized Model (Case Study: Imam Reza International University) ♦

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Kooshazadeh, A.^{****}, Jabbari, M.^{*****}

Objectives: The present research aims at designing a model for universities' scientific authority (Imam Reza International University) as a localized model. **Method:** Using exploratory mixed-method design in two phases— qualitative and quantitative. In order to recognize and determine the research components, two research methods were adopted in the qualitative phase: the extensive library method and the Delphi technique. In the qualitative section, two methods of extensive library study and Delphi technique were used to identify and extract the components of the research. In the quantitative phase, the obtained data were analyzed employing the analytic hierarchy process (AHP). **Results:** This involved achieving a common consensus among 22 academic experts and scholars, following which the university-authority model was designed consisting of 5 aspects and 15 foundations. **Conclusion:** The obtained data were analyzed employing, following which the aspect of ground was assigned the number-one priority, with the aspects of management & structure, education, research, and human resources ranked second to fifth. Therefore, the Establishment of Authority for Universities requires the proper establishment of the scientific space of the university, the accurate planning and the proper organization of the facilities and aspects—grounds.

Key words: Establishment of Authority for Universities, Designing a Model, mixed-method, Delphi technique, analytic hierarchy process (AHP).

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The Native Pattern of Professional Ethics of University Managers Based on the Nahj Al-Balagha Teachings. ♦

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Farahi, M.M. ***

Objectives: The purpose of the present study is to design and explain the native pattern of professional ethics of university managers and identify its dimensions and components based on the Nahj al-Balagha teachings. **Method:** The research strategy was content analysis. And through in-depth and line-by-line reading of Nahj al-Balagha's valuable books, professional ethics in Nahj al-Balagha was extracted with the help of Maxqda10 software. **Results:** In the initial review of the text, 386 basic themes were identified. Conceptual overlapping themes were summarized in 33 organizer themes and finally organized into three universal themes. The end result of Nahj al-Balagha's textual analysis led to the emergence of the indigenous Iranian-Islamic pattern as the "professional ethics of university administrators". The most important components are: freedom of expression and independence of the vote; servitude; moderation, meritocracy. **Conclusion:** This study presented a complete and comprehensive model of professional ethics for university managers. The guidelines of Imam Ali (AS) in this template can be used as a code of ethics for university administrators.

Key words: professional ethics, university managers, nahj al-balagha, ethical charter.

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***Benchmarks and Indicators Participants in the Discourse
on the Culture of the Islamic Revolution In Universities
from the Perspective of Ayatollah Khamenei*** ♦

Vafaiyan, M.H.*

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Esmaily Givi, H.R.***

Objectives: *The aim of this study is the realization and consolidation of the culture of the Islamic revolution in society, and it means creating the atmosphere and dominant atmosphere in the society. This research aims to identify and introduce the criteria and indicators of the role and discourse of Islamic revolution culture in the domain of the university based on the views and views of the leader of the Islamic Revolution.* **Method:** *The methodology used in this paper was based on the analysis of the subject. Based on this method, 112 lectures from the statements of the leader of the Islamic Revolution were carefully studied at the university and university level.* **Results:** *The research guideline also extracts the hundred and twelve basic themes as indicators and criteria in the form of two themes that are organized by the "indicators of cultural discursive activities" and "cultural actors and discursors", each with a view to audiences such as professors, clerics of the agency of representation The leadership at the university and the students is categorized into a macro pattern in this answer to this issue.* **Conclusion:** *The Conclusions show that most of the indicators presented in the activities section are related to student activities and student organizations. Thus, from the point of view of the supreme leader, spontaneous and bottom-up activities at the university appear to play a greater role in the discourse of Islamic Revolution culture at the university.*

Key words: *ayatollah khamenei, discourse, islamic revolution culture, university, thematic analysis.*

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The Role of Piety in Improving the Performance of the Staff of the Organization ♦

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Karimi, H. ***

Objective: This research has been conducted in the field of Islamic management for studying in the organizational environment entitled " Study and review the role of piety in improving the performance of the staff of the organization. **Method:** 4 hypotheses were developed based on 5 identified variables. The statistical population of the study was 490 employees of the Arak Social Security organization and the sample was 141 employees of the organization. In order to answer the research questions and hypotheses, 2 questionnaires designed and The reliability of the questionnaire was confirmed by Cronbach's alpha coefficient with 0.93 coefficient for virtue's questionnaire and coefficient 0.975 for performance's questionnaire and total with 0.97 coefficient. The content validity of the two questionnaires was approved by the supervisors and counselors and the study of books and articles related to research and correctional comments. In descriptive statistics, the central indices (abundance and frequency) were used to analyze the demographic data and the dispersion indices (mean and standard deviation) were used to analyze the variables of the research. The f test was used to determine the status of the variables of the research, the test Kolmogorov-Smirnov in order to check the normality of the data, Watson's Durbin test for independence of errors and correlation coefficient and correlation coefficient were used to measure the relationship between variables with SPSS24 software. **Results and Conclusion:** All four research hypotheses have been confirmed. The results show a significant and positive impact between individual virtue, social virtue, economic virtue, and political virtue on Staff performance.

Key words: piety , individual piety , social piety , economic piety , political piety , staff performance.

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Explaining the Concept of Employee's Engagement in the Light of Quranic Guidelines ◆

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Latifi, M. ***

Rastegar, A. ****

Objectives: The purpose of this study is to identify and classify the dimensions and components of the employee engagement for indigenous and authentic knowledge in accordance with the Holy Quran guidelines and the translation of Sharif al-Mizan's interpretation. **Method:** In this study, using the MAXQDA 11 software, the 20-volume interpretation of al-Mizan in the use of the NOOR Comprehensive Software was reviewed and coded. **Results :** In this context, more than 284 primary topics were identified which reduced to 104 after final refinement. Primary themes were grouped into 29 main themes and then organized in the form of 8 organizer themes. The 8 organizer themes were categorized as two general themes of individual and organizational engagement. **Conclusion:** From the Qur'an's point of view, engagement refers to the individual aspect and pays particular attention to the nature of man; therefore, paying attention to one's belief system and nurturing it according to human nature leads to the formation of one's inner beliefs and desires in order to reach the Lord's satisfaction and one's happiness and engagement.

Key words: employee engagement, personal engagement, organizational engagement, islamic management, thematic analysis.

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**Comparative Study of Human Resources
Management with Emphasis on Anthropology of
Management Schools** ♦

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Seyyed Javadin, R.**
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*A proper understanding of man and his place in the system of being, and a proper re-analysis of the interactions that he creates at different levels, require the attainment of higher levels of knowledge that are attained by persuasive revelatory teachings. **Objectives:** The purpose of this study is to delineate the ontological identity of a divine human using new theory about anthropology. **Method:** In this paper the qualitative research method of human-to-human interpretation is used with an intrinsic view of the human species. Subsequently, a comparative study of human resource management with emphasis on the anthropological foundations of Western and Islamic management schools was conducted through the thematic analysis method. The coding of the studied sources was done with Quirkos software. **Results:** The results of this study showed that, despite the strong differences in the ontology dimension of the two streams and the worldview derived from it, there were similarities in the behavioral and functional aspects of the two approaches.*

Key words: human resources management, knowing the divine man (anthropology), human to human interpretation, thematic data analysis method.

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In The Name of Allah

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