Determining the Duties of Human Resource Management in the Managerial Course of the Holy Prophet (BGUH) (Analytical Approach) *

Nikpour, A. *

Nowadays, in spite of the fact that, a large part of manager’s power is spent on the field of human resources there are still many problems in this field. The lack of compatibility and fit of the current human resource management patterns with the conditions and environment of our organization which is built on the basis of human and Islamic values, including these problems. If the holly prophets management functions in the field of human resources can be classified scientifically and coherently, it is possible to provide a new paradigm of human resource management consistent with the conditions and environment of our organization. Objectives: The Aim of this study is identifying the duties of human resource management in the managerial course of the Holy Prophet (BGUH). Method: Method of the study was the targeted documents analysis through the descriptive-analytical approach that for this purpose, hadith resources and other resources were used on life of the Holy Prophet (BGUH). Results: In this study 25 human resource management tasks were identified in 6 overall categories. Conclusion: After summarizing contents a model of human resource management tasks was presented based on the managerial course of the Holy Prophet (BGUH).

Keywords: human resource management, duties of human resource management, prophetic managerial course.

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Investigating the Effect of Islamic Lifestyle on Mental Health with the Role of Moderator of Spiritual Intelligence

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Objectives: The aim of this study is to investigate the effect of the Islamic lifestyle on employees' mental health with the role of the moderator of spiritual intelligence.

Method: The present study was applied in terms of purpose and descriptive and correlational in nature and method. The statistical population was the staff of Mashhad University of Medical Sciences. According to Cochran's formula, a sample of 140 people was randomly selected. Questionnaires of Lifestyle, mental health and spiritual intelligence were used to prepare the questionnaire. The validity of the questionnaire was confirmed by consulting the professors and the reliability of the questionnaire was confirmed by calculating Cronbach’s alpha. Smart PLS software was used to analyze the data.

Results: The findings showed that the Islamic lifestyle has a direct and significant effect on employees' mental health. Spiritual intelligence moderates the relationship between Islamic lifestyle and employee mental health.

Conclusion: In an Islamic lifestyle, God-centeredness and attention to Islamic values are the most important criteria. If people's beliefs, behaviors, and ethics are based on Islamic values and Qur'an guidelines, mental health in the organization will increase. Strengthening the spiritual intelligence of individuals in the organization creates self-awareness, positive beliefs, and purposefulness.

Keywords: Islamic lifestyle, mental health, spiritual intelligence.
Abstracts

Original Article

The Components and Indicators of Managerial Competencies in Relation with Islamic Civilization-Making University (View Point of Management and Islamic Civilization Professors)

Javan Bakhsh, M.*, Fazlollahi, S. **, Abolghasemi, M. ***

Objectives: The present study aims to identify the effective dimensions, components, and indicators of Islamic civilization-making university and present a model of competency of the managers in this type of university. Method: In terms of purpose, the study is an applied research with exploratory mixed-methods design based on instrument development in both qualitative and quantitative phases. In the qualitative phase, the study took advantage of grounded theory, along with studying theoretical foundations, reviewing the related literature and relevant documents, and conducting in-depth interviews with sixteen experts in the field of management and Islamic civilization, and utilized purposive sampling and snowball sampling techniques. Results: Primarily, 94 items were identified through open coding, and then, the initial codes were classified based on the difference and similarity aspects, and through axial and selective coding, in the form of three main components (personal competencies, interpersonal competencies, and organizational competencies) the conceptualization and structure of factors that affect the competence of the managers of Islamic civilization-making university were explained. In the quantitative phase, the principal factors, the identified sub-factors and the model, developed through examining the viewpoints of the 270 managers of Islamic Azad University, were validated through confirmatory factor analysis and exploratory factor analysis methods. Conclusion: Based on the findings, the final model was designed and confirmed with three components as follows: personal competencies (personality, ability, attitude/insight, ethical, perceptual) and interpersonal competencies (entrepreneurship, communication, leadership), and organizational competencies (managerial, ideological/political, operational, technical). Furthermore, given the significant role of universities of the today’s world in Islamic civilization and the role of the managers’ competencies to run such a university, this model has implications for decision makers in selecting university managers.

Keywords: Competencies of managers, civilization-making university, Islamic University.

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Determining the Diversity of Missions in Iranian Higher Education System

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Objectives: The purpose of this study is to determine the diversity of missions in the Iranian higher education system. Method: This study was conducted by exploratory mixed method. Content analysis was used in the qualitative part and its statistical population was upstream higher education documents. The quantitative part of the field method and its statistical population were 100 Higher Education Specialists of which 57 out of 80 samples randomly answered to the questionnaire of Diversity of Higher Education Missions (with Cronbach’s alpha 0.869). Maxqda software was used in qualitative part and Spss was used in quantitative part. Results: Based on the content analysis, 45 desirable missions were obtained for the Iranian higher education system. Manpower and the spread of educational justice there is diversity. Conclusion: In spite of diversity, universities and higher education institutes of the country have become similar and indistinguishable organizations in their missions. Therefore, it is necessary to organize the university ranking system, Budget oriented results, Accountability of the subsystems, organizing the scientific management system of the country and attention to preparation and mission orientated in higher education seems necessary.

Keywords: diversity, mission oriented, higher education.

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Designing a Model of Incentives of Public Service Motivation in Public Organizations (Ministry of Interior) 

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Objectives: This study aimed to design a model for incentives of public service motivation in government agencies to determine the indicators and test the accuracy of the designed model. Public Service Motivation Theory (PSM) as one of the key subjects of modern public management is based on the fact that the motivations of public sector employees and managers are very different from the private sector. Among the governmental organizations, the Ministry of Interior and the Ministry of Science, Research and Technology clearly have a special governmental function, due to their strategic role in scientific, political, security, economic, cultural, civil engineering, etc., that the motivation of service in these organizations should be considered. 

Method: In this study, through the mixed method, firstly, with the qualitative approach and content analysis method, the pattern of public service motivation incentives in government organizations was designed with a focus on provincial governments and public universities. For this purpose, by collecting theoretical literature and then gathering the opinions of top managers of some ministries and academic elites in the field of public administration (professors and managers of Tehran University, Shahed University and Qom University), the initial model was designed using interview tool. The number of interviews with the targeted sampling method was 18 to achieve theoretical saturation. In the quantitative part, using the method of structural equation analysis, through the questionnaire tool (which was designed based on the initial model) and its distribution among 80 managers of governmental organizations and universities (at the level of Ministry of Science, Research and Technology and Ministry of Interior and some provincial governments and Public universities) by random sampling method, the indicators and accuracy of the designed model were examined. 

Results: Qualitative and quantitative research results showed that individual factors with sub-themes (religious beliefs and value tendencies, individual moral tendencies, nationalist tendencies, collectivist tendencies, demographic variables, individual personality traits, positive organizational experiences), Organizational factors with sub-themes (merit-centering in organization, servant leadership in the organization, humanistic job design, virtue-centering in organization, organizational goals, values and expectations, organizational socialism) and socio-cultural factors with sub-themes (growth and education in religious social environment, Social learning in the context of society and family culture) are incentives of public service motivation in public organizations. 

Conclusion: Individual, organizational, and socio-cultural incentives are effective in motivating public service, which is largely align with quantitative and qualitative results on the filed of research.

Key words: pattern, public service motivation, government organizations, academic elites.

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The Effect of E-Learning on Empowering Islamic Education Professors
(Case Study: Islamic Azad University, South Tehran Branch)

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Objectives: The aim of this study is to investigate the effect of e-learning courses on empowerment of teaching staff of Islamic Azad University of Tehran. Method: This is a descriptive correlational survey. The statistical population of the study consisted of all 83 professors of Islamic Azad University of Tehran South Branch in the academic year of 2019 by census method. Data collection tools were the Spritzer and Mishra Psychological Empowerment Questionnaire and a researcher-made questionnaire on the importance of teaching and benefits of e-learning. Data analysis was performed using structural equation modeling with SmartPLS3 partial least squares method. Results: The results of the present survey indicate that Structural analysis of e-learning had a positive and significant effect on empowerment of teachers and its dimensions (p<0.001). Conclusion: The authors of the article conclude that with the increase of e-learning, empowerment of professors is increased. So it is important to pay attention to e-learning.

Key words: e-learning, in-service training, empowerment, religious studies professors.
Designing Social Innovation Evaluation Framework at Universities

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Objectives: During recent years, emotional awareness against social responsibility of universities in respect of rendering service to the society as a whole has been increased. In this era, universities had to be aware of their effects on their surrounding environment, in addition to their internal processes; and, there have been an increasing responsibility against those challenges that societies were facing with, in present century. Considering considerable role played by universities and social innovation in sustainable development; present study had provided a framework for evaluation of universities' social innovation.

Method: This applied research in terms of objective was a descriptive study, as far as its nature was concerned; and, effort had been made in the research for previous studies to be reviewed systemically and for output achievements to be analyzed. Accordingly, and through selection of 75 researches from among 1210 recalled researches; codes of the framework had been counted. Results: Provided framework has 6 categories and 81 concepts, as well as 96 codes obtained through review of thematic literature and views provided by experts dominating the field. Kappa coefficient being 0.596 confirms quality of the framework provided.

Conclusion: Final framework having different training, organization, research, development and innovation, contextual connection, environment, and international dimensions in addition to related contents and indicators includes all missions assigned to universities and social innovation goals followed in the field. One of the functions of provided framework was university evaluation and ranking based on social innovation that simultaneously would play important role in sustainable development of society and universities.

Key words: social innovation, social innovation evaluation, framework, Meta-synthesis.

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Understanding the Ethical Decision-Making Process in Educational NGOs

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Objective: Ethical decision making is seen as a necessity for management competencies and helping to empowerment of human resources because of the role of NGOs in the resistance economy and entrepreneurship development, that the main purpose is designing a ethical decision making to identify the dimensions and its components.

Methods: The nature of this research is exploratory and has been done in a fundamental way using the Grounded theory approach. Statistical population consisted of experts in educational NGOs of Hamadan, who were identified by theoretical samplingsampling. According to the adequacy of the data, a total of 19 experts were interviewed and the data were collected through a deep interview.

Results: The findings of the paradigm model design lead to the identification of 17 main components that were categorized into 5 dimensions.

Conclusion: Ethical decision making is influenced by a set of interpersonal, organizational, transactional, and religious factors and the consequences of such decisions are crystallized by positive moral behavior, a positive incentive for learners, economic discipline and the solution is for developing knowledge management and entrepreneurship in a resilient economy in society

Key words: decision making, ethical decision making, educational ngos, grounded theory approach (gt).
Identifying Lean Management Components in Universities and Higher Institutions (A Meta-Synthesis Study) Education of

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Haj Khazimeh, M. **
Pour Karimi, J. ***

Objectives: The purpose of the present research is to investigate studies on the components of lean management in universities and higher education of institutions. Method: The method was qualitative and a kind of meta-synthesis. The research population consisted of all the related sources with lean management in universities and higher education of institutions from 2000 to 2019 there were 2136 sources. First, 89 sources were selected based on abstract, then, 76 sources were selected based on the content, which eventually analyzed 68 sources as related resources by theme analysis examined. in order to verify the quality of data, validity and reliability have been provided. Results: Based on the synthesis of related articles, components of lean management in universities and higher education of institutions include six main categories: continuous improvement, process-reengineering, value creation, respect for People, empowerment, competency based. Conclusion: The six main themes from this meta-synthesis study can be effective model for lean management in universities and higher education of institutions and have beneficial results in promoting quality, efficiency, effectiveness and waste reduction in higher education.

Key words: lean management, university, higher education, meta-synthesis.

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Designing a Competency Model for Managers of Organizational Universities (Case Study: a University Affiliated with a Military Organization)

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Objectives: The present study aims to design a competency model for university administrators with a focus on the organizational university. A unique feature of the present study was the focus on organizational universities, especially organizational universities affiliated with a military organization. Method: To achieve this goal, the existing literature including managers’ competency models in similar organization as well as upstream documents of the organization were studied. Then, using these studies and setting the interview protocol, in-depth interviews were conducted with 11 experts of the organization and coded by thematic analysis method. Results: After conducting and implementing the interview texts, by analyzing them, in the first step, 186 basic codes were extracted as basic themes. In the next step, by grouping the initial codes, 43 organize themes were obtained, and finally, by classifying the content of these themes, 9 comprehensive themes (final competence) were obtained. Conclusion: The final result of the research was to design a competency model for managers of organizational universities, which is includes: specialized skills, strategic thinking, innovation and problem solving, coaching, organizational skills, communication skills, professional ethics, performance management and value competencies.

Key words: competency of managers, competency model, academic managers, organizational university.

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In The Name of Allah

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