

### ***Designing a Model of the Career Path Process of Knowledge Workers: (Case Study: Municipality of Tehran)*** ♦

Davarzani, A. \*, Gelard, P. \*\*, Modiri, M. \*\*\*, Tohidi, H. \*\*\*\*

**Aim:** Mladkova et al (2015) considered the use of motivators as a prerequisite for the effective use of knowledge workers and introduced the creation of a suitable Career Path as an Effective Motivator for knowledge workers and The present study was conducted with the aim of "Designing a Model of the Career Path of Knowledge Workers". **Method:** The study was done by descriptive-exploratory method. At First, the themes and categories that form the model were identified using content analysis and by modeling the structural-interpretive norm, the process model of the career path was presented. The statistical population included academic experts and experts in the field of Human Resource Management and The statistical sample of experts up to the stage of theoretical saturation were selected by 15 people by purposeful judgment. Data collection tools included semi-structured interview and grounded expert questionnaire. In order to explain the validity of the interview questions and grounded expert questionnaire, face validity method was used and its Reliability was confirmed by Re-test method. **Results :** After the interview, out of 163 identified expressive phrases, 44 basic themes were extracted and coded, these themes were based on content and appearance as Organizing Themes/ Sub-Themes, and in the last stage, 4 Main or All-Inclusive themes were finalized. **Conclusion :** The combination of the results of content analysis and structural-interpretive modeling led to the presentation of" A Model of the Career Path Process of Knowledge Employees which consists of four stages: Career Path Planning, Career Path Management, Career Path Development and Career Path Consequences.

**Keywords:** career path, career path planning, career path management, career path development, knowledge workers.

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### ***Designing a Model of the Career Path Process of Knowledge Workers: (Case Study: Municipality of Tehran)*** ♦

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**Aim:** The purpose of this research is to investigate and analyze the four characteristics of the authentic leadership in Quran based on the implications of the story of Moses. **method:** In this research, using library and software tools and software, with an analytical comparative method characteristic: four self-awareness, balanced processing, internal conscience and transparency of the relationship in the style of 'authentic leadership' and 'Imam Moses'(AS) Has been studied. **Results:** The findings indicated that the main hypothesis of research; The ability to suit and improve the style of Hazrat Moses against the axis of the analysis of the four characteristics for the present age. **conclusion:** The author of the survey conclude that the authentic leadership style in the leadership of Moses is based on the style of the authentic leadership from the perspective of Western thinkers, based on the principles and principles of multiplicity, in addition to comprehensiveness, it also has the ability to run and work.

**Keywords:** leadership, self-awareness, balanced processing, internal conscience, transparency of relationship.

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## Designing a Model of Managerial Courage in Government Organizations♦

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**Objectives:** In order to have an effective and efficient management system, powerful and brave managers must be trained. Due to their existential nature, government organizations need managers who, despite all internal and external barriers, have the ability to make the right decisions and implement them decisively. Managerial courage that stems from leadership styles is also known as an organizational virtue. This study was conducted to design a model of managerial courage in government organizations in Kurdistan province. **Method:** In the present development-applied research, which has been done in order to discover and understand managerial courage, the interview questions were extracted according to the opinions of academic experts and the study of research articles and literature. Research data were obtained through in-depth and semi-structured interviews and analyzed by coding method. The research population consisted of organizational experts in government organizations as well as academic experts in the field of human resources. Participants were interviewed with a combination of targeted methods and snowballs and in the thirteenth interview, theoretical saturation occurred. **Results:** The analysis of the research findings resulted in the creation of 145 codes, 9 concepts and 3 main categories. It showed that the components of managerial courage included moral courage and managerial authority and the factors affecting it were legal support and managerial skills. Consequences of managerial courage include increased productivity, job attachment, growth and employee empowerment. **Conclusion:** In the present study, the model of managerial courage in government organizations of Kurdistan province was identified according to its dimensions and components, influential factors and its consequences.

**Keywords:** managerial courage, leadership style, government organizations.

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## ***Investigating the Career Fate of female Graduates of Sharif University of Technology (Emphasizing the Multiple Roles of Women)*** ♦

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Momeni Azandariani, M.<sup>\*\*\*</sup>, Agha Dizaj, P.<sup>\*\*\*\*</sup>

**Objectives:** The purpose of this study is to investigate the job destiny of some women in the society of top talents and to present a picture of the current employment situation and atmosphere among elite women. **Method:** The present study is a follow-up research group which is a survey according to its focus on the current situation. The research tool was a researcher-made questionnaire and its statistical population was "girls admitted to Sharif University of Technology in 2004". **Results:** The results showed that slightly more than 57% of the women in this sample were employed. The main reasons for the lack of employment for the rest of this community; Marriage, the presence of children, and the incompatibility of jobs related to the field have been in line with the special circumstances of women. The relationship between the two variables "marriage" and "employment status" as well as the relationship between "suitable employment options for women" and "field of study" were significant. **Conclusion:** Existing job spaces are generally in conflict with multiple plans of women. The career prospects of many disciplines are unsuitable for women, and many girls, especially elite girls, due to lack of sufficient knowledge of the prospects of the disciplines, invest the best years of their lives in disciplines in which there is very little potential for good productivity for the individual and society. Therefore, in order to make the best use of the capital of the abilities of elite women in the family and society, it is necessary to include gender planning and gender management in the admission model of some academic disciplines.

**Keywords:** career destiny of elite women, female graduates, employment of graduates, gender-based planning.

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***Food Management Behaviors and Food Patterns in  
Student in Residence in Dormitories of Shahid  
Bahonar University of Kerman*** ♦

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Ghorbani, E.\*\*

**Objectives:** The health of people in a society depends more than anything on the food they consume. meanwhile, students, as the future generation, must be physically healthy. Therefore, their management and food pattern is of particular importance. The aim of the present study is the sociological investigation of food management and food pattern among dormitory students of Shahid Bahonar university of Kerman. **Methods:** This study is based on a quantitative approach and using stratified random sampling method and it was conducted among 200 girls and boys dormitory student of university of Kerman. Using test hypotheses Pearson, T-test and Regression. **Results:** The result showed that 33% of students had unhealthy food management behaviors and 34% of them had unhealthy eating patterns. In addition, they were unaware of the process of food management, such as cooling food stuff. The results of hypothesis testing also showed that there is a direct and positive relationship between dietary pattern and food management in students. There is also a relationship between gender and educational level with food management behaviors. **Conclusion:** So women and those with higher levels of education have better food management skills.

**Keywords:** food management behavior, students food pattern, dormitory, shahid bahonar university of kerman.

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***The Effect of Zurkhaneh Sport in  
Institutionalization Iranian-Islamic lifestyle  
(Case study: Male students of Isfahan University)*** ♦

Saberi, A. \*, Goodarzi, S.\*\*

**Objectives:** The purpose of this study was to investigate the role of zurkhaneh sport in institutionalization Iranian-Islamic lifestyle. **Method:** The research method was semi-experimental (pre-test and post-test design with control group). Participants were selected by cluster sampling and randomly assigned into two experimental and control groups. The experimental group was trained for 10 sessions of zurkhaneh sport and the control group was taught the sport of handball. Measurement tool was the Iranian-Islamic lifestyle questionnaire of Kaveyani (1390). Validity of the questionnaire was confirmed and its reliability was 0.87 through Cronbach's alpha. Kolmogorov Smirnov test, Loon test and independent and dependent t test were used to analyze the data.

**Results:** There was no significant difference between the groups in the pre-test in terms of Iranian-Islamic lifestyle. However, in the post test, the experimental group had significantly better scores in Iranian-Islamic lifestyle. **Conclusion:** Exercise has a high potential for socialization. The beliefs and attitudes of zurkhaneh sport, which are in line with the Iranian Islamic style of life, are presented in the form of poetry and music, will have a double impact on students and lead to the socialization of Iranian Islamic life style among them.

**Key words:** cultural invasion, iranian-islamic lifestyle, zurkhaneh sport.

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## ***Analysis of Changes in Research Performance of Faculty Members in Career Path Using Longitudinal Research*** ♦

Hosseini, Z. \*, Kazemi, M. \*\*  
Fakoor, V. \*\*\*, Pooya, A.R. \*\*\*\*

**Objectives:** *The interactive relation between scientific rank and research performance of faculty members has been the subject of both theoretical controversy and conflict in the results of applied research. Using longitudinal research design can resolve some of these conflicts by clarifying the causal relationship between variables.* **Method:** *Unlike the general approach in studies in this field, which focuses on cross-sectional research projects; in this study has been introduced a longitudinal research design and by repeatedly measuring the research performance of a fixed sample of 103 faculty members, has been evaluated the effect of rank promotion on their research performance during their career path.* **Results:** *The analysis variance test in dependent groups confirmed the change of research performance in line with rank promotion.* **Conclusion:** *The results show that academics have the highest research publication growth in associate professor rank and this growth decreases in the rank of professorship.*

**Key words:** *research performance, faculty members, scientific rank, longitudinal research.*

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***Identify and Rank the Challenges of Evaluating the Productivity of Knowledge Workers by Using the Fuzzy Delphi Method and Fuzzy Analytical Hierarchy Process Method***

***(Case Study: Knowledge-Based Companies)*** ♦

Mohammad Rezaee, M. \*, Sarlak, M., A. \*\*  
Faghihi, A. \*\*\*

**Objectives:** This Research aims to identify the challenges in evaluating the productivity of knowledge workers and rank according to importance to inform managers about the challenges and contribute to improving the productivity. **Method:** In order to identify the challenges of evaluating the productivity of knowledge workers, the fuzzy Delphi method has been used to consensus of experts in knowledge-based companies and to rank the challenges, the fuzzy analytical hierarchy process method has been used. **Results :** Twenty-five challenges were identified and ranked using the opinion of experts. **Conclusion:** The results show that the component of "lack of standard and repetitive actions and activities in the work of knowledge workers" is the most important challenge for managers to evaluate the productivity of knowledge workers.

**Key words:** productivity evaluation challenge, knowledge worker productivity, fuzzy delphi method, fuzzy analytical hierarchy process method

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## ***Identifying Strategic Issues in the Governance of the Science Institution of the Islamic Republic of Iran*** ♦

Najafi, H. \*, Dehghanian, H.\*\*

**Objective:** One of the most important issues of the Institute of Science as the most important drivers of development and progress of the country is to understand the mechanisms and requirements of governing the Institute of Science in accordance with regional requirements. In this regard, recognizing the main issues of this institution with a strategic approach and emphasizing the prospects and macro policies of the country, leads to removing obstacles and designing desirable mechanisms in this field. **Aim :** The main purpose of this research is strategic problematics in governing the institution of science with emphasis on regional requirements of Iran and the question of this research can be posed as "What are the most important strategic issues in governing the institution of science with emphasis on regional requirements of Iran?". **Method:** The research method was based on documentary study and documentary analysis. **Results :** The system of science institution issues has been extracted from the upstream documents and policies of the Islamic Republic in the field of science and technology such as general policies of the system in the field of science and technology, comprehensive scientific map of the country, Islamicization of universities, Sixth Development Plan, strategic document of elites . **Conclusion:** In the results section, the most important strategic issues based on these policies in the 4 axes of governance of science institution in interaction with economy and industry, governance of science institution in interaction with scientific and academic environments, governance of science institution in interaction with government and governance The institution of science has been extracted in interaction with culture, society and the media.

**Key words:** governance, public policy, science and technology policy, national innovation system.

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## ***The Presentation of a Framework for Reconstructing Ethical Values in the Workplace Based on the Teachings of Nahj Al-Balagha*** ♦

Fallah, M., R.\*

Rafat, M.\*\*

**Objectives:** The reconstruction of ethical values has a very significant role in the efficiency of human resource management today. The present study is accordingly trying to present a framework for reconstructing ethical values in the workplace based on the spiritual teachings of Nahj al-Balagha. **Method:** The present study has a qualitative method. In terms of purpose, it is developmental, and it is a descriptive-analytical method in terms of nature. According to an in-depth analysis of the behavioral biography of Imam Ali (AS) and based on a comprehensive study of Nahj al-Balagha and narrative books that have explained the history of Imam's government and using Brown and Clarke (2006) six-step thematic analysis, the issues of the research have been extracted. **Results :** According to the thematic analysis, 158 concepts were labeled in the form of 26 codes as basic themes, four codes as organizing themes, and finally, two codes as comprehensive ones. The opinions of experts who have researched and written some papers in the fields related to Nahj al-Balagha and Islamic management were used to assess the validity of the findings, and the reliability of the research findings has been confirmed by the inter-coder agreement method. **Conclusion:** The results indicate that it is needed to focus on redefining and perceived ethical co-creation and value-generating ethical measures to reconstruct moral values in the workplace. Co-creation of perceived ethical values is conducted through multiple capacity building and innate legitimacy, and value-generating moral measures are ethical tools and actions that re-create moral values in the workplace.

**Key words:** perceived ethical co-creation, multiple capacity building, instinctual legitimation, value-generating ethical measures, normative and cognitive measures.

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***Identifying Factors Affecting the Islamization of Universities from the Perspective of Students (Case Study: Azad University, North Branch of Tehran) ♦***

Razavi Saeedi, S, R.\*

**Objectives:** The purpose of this study is to identify the factors affecting the Islamization of universities from the perspective of students, which is practical research. **Method:** In this research, the mixed method was used. In the first stage, in addition to 19 students who were purposefully selected, semi-structured interviews were conducted to achieve theoretical saturation, and the initial model of factors affecting the Islamization of universities was obtained by content analysis. **Results:** Based on the indicators extracted from the previous stage, a questionnaire was designed and distributed among 5 Basij students who were selected by the snowball method. By performing two Delphi steps, the modified model was obtained. In the third stage, to validate the model, structural equations and LISREL software were used and a questionnaire was developed and distributed among 390 students of the northern branch of Tehran Azad University. **Conclusion:** The final model with 22 indicators in 5 components (teacher-centered factors, student-centered factors, Cultural factors, structural factors, and educational factors) was obtained.

**Key words:** islamic university; indicators of islamic university; islamic azad university.

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## ***Competency Model of the Faculty Members in University at the Level of the Islamic Revolution*** ♦

Rezayat, Gh., R. \*, Gholizadeh, I.\*\*

**Objectives:** The purpose of this study is to design a competency model for faculty members in university at the level of the Islamic Revolution. **Method:** The mixed research method consists of two stages: qualitative and quantitative. The statistical population of the research in the qualitative stage included scientific experts and faculty members and in the quantitative stage were the faculty members of universities located in Tehran. The sample size was 13 in the qualitative stage and 300 in the quantitative stage. The interview was used to collect research data in the qualitative stage and a researcher-made questionnaire was used in the quantitative stage. Content analysis method was used for qualitative data analysis and exploratory and confirmatory factor analysis was used for quantitative data analysis. **Results:** The findings show that all sub-components were approved for the faculty competency model. Also, the final research model was classified into eight dimensions and 56 components.

**Conclusion:** Considering that the purpose of this study was to design a competency model for faculty members in university at the level of the Islamic revolution, it was tried to calculate the competencies that, in accordance with the principles and the religious and revolutionary culture prevailing in the society, provide the possibility of realizing an Islamic university at the level of the Islamic Revolution.

**Key words:** competency model, faculty members, university at the level of the islamic revolution.

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## ***University Style in the Expression and Biography of Ayatollah Mahdavi Kani; Towards a Research Agenda***♦

Javadi, M. \*, Abiri, R.\*\*

**Objectives:** The evolution of society depends on the evolution of insights and tendencies, in other words, the evolution of the university. The biography of some social reform activists, such as Ayatollah Mahdavi, about the construction of the university and the evolution of previous stereotypes also confirms this claim. The founding of Imam Sadegh (as) University by Ayatollah Mahdavi shows that the evolution of the social sciences and consequently the social transformation can not be reduced to a mere theoretical and epistemological debate, but for its operational guidance, we need to build non-epistemic factors such as university and styles that Its rulers took steps to lead this transformation. According to many domestic and foreign experts, one of the key elements in founding and maintaining a university is the style of governing and, and in simpler terms, how it is organized. Despite what is happening in the world, attention to this issue is less seen in Iranian-Islamic literature. While interrogating the patterns formed in the lap of the Islamic Revolution, we can have a good share of help for this issue. Therefore, the purpose of this study is to study the construction and management of Ayatollah Mahdavi at Imam Sadegh University. **Method:** In this research, after an extensive and analytical review of the background of modern university and the evolution of its leadership models, a conceptual framework is presented. According to this framework, data from the remaining works of Ayatollah Mahdavi were collected and analyzed by content analysis method, and based on them, his ideas and principles of university administration were extracted. **Results :** The principles of Ayatollah Mahdavi's university administration are: a style based on humanization, applying the traditions of the seminary in the university with emphasis on Islamic teachings, interactive independence in relation to the Ministry of Science and financial independence. **Conclusion:** Finally, it can be said that the cornerstone for a new research platform or research agenda on the academic leadership style of Ayatollah Mahdavi, has been presented.

**Key words:** University, University Governance, Ayatollah Mahdavi Kani, Idea of Islamic Revolution University.

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In The Name of Allah

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