

Organization as a Phoenix: Reflection on Life and Death, Community Organizations (Case Study: Jihad Sazandegi)

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Abstract: Emphasizing on instrumental rationality and ignoring essential rationality, the organizations mainly focus on survival as their main goal. In this research, according to this problematic phenomenon (tend to survive), efforts have been pass purely empirical and inductive methods, while considering organizational death as an opportunity for better consumption and allocation of resources. The issue of planned death is highlighted as well. The metaphor of phoenix is used to provide a deep understanding of some organizational behaviors for confronting the issue of death and erosion. It is noteworthy to mention that by comparing this metaphor and some other fundamental metaphors, its functions and malfunctions are considered, and above all, its relative capability to explain and describe some aspects of organization has been evaluated. This issue has been taken into consideration by studying the story of Jihad-e-Sazandegi in Iran. In fact, Jihad had to die to survive, but it preferred to be merged in the Ministry of Agriculture to maintain its existence while annihilating its identity from the world.

Keywords: *future planning, metaphorical understanding, planned death, planning beyond generation, restoration of life.*

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Design and Defining HRD Model for University Libraries (Case Study: Central Library, University of Tehran)

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Abstract: The aim of this study is designing a model for the optimal development of human resources in academic libraries. To this end, the University of Tehran Library as a case study is investigated. With regard to the four independent variables- organizational structure, organizational culture, leadership and strategic perspective, and mediator variables of attitude, behavior and creativity of staff- the development of human resources in the organization have been investigated. Using a questionnaire and distributing it among all staff of 108 people, and one sample tests and correlation test, each variable related to human resource development was determined. At the end, by the path analysis of the impact of each variable on the dependent variable, the development of human resources is determined. Finally, the researchers suggested to extending the model, and completing this model by new variables.

Keywords: *human resource development (HRD), organizational culture, organizational structure, strategic perspective, University Libraries.*

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Structural Design HRM Models for Achieving Organizational Loyalty

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Abstract: This study designed a structural model taking into account the views of staff on human resource management systems, human resources, job satisfaction and organizational loyalty pays Yeast Industry in Iran. This study used structural equation modeling (SEM). By using cluster sampling and Cochran's formula, 288 patients were selected. The structural equation analysis and factor analysis were used. The results indicate that there is significant positive correlation between job satisfaction and organizational loyalty. Job satisfaction is a mediating factor between human resource management and organizational role. Therefore, it is recommended to administrators in designing strategic objectives, promote excellence the role of human capital, and employee's share of decision-making and tend to increase employee involvement in organizational activities. Finally, they create loyalty to the organization.

Keywords: *human resources, job satisfaction, loyalty, management, model design.*

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The Mediating Role of Organizational Citizenship Behavior in Impact of Job Attitudes on Knowledge Sharing Behavior

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Abstract: The aim of current research is to determine how factors of job attitude, subjective norms regarding knowledge sharing, and perceived behavioral controls affect knowledge sharing behavior, considering the role of organizational citizenship behavior as a mediating factor. To achieve this purpose, the research data was collected by providing research questionnaire in 384 members of the hospital staff and was analyzed through Structural Equation Model (SEM). The results indicate that among the dimensions of job attitude, job involvement and organizational commitment directly, and job satisfaction directly and indirectly lead to sharing knowledge across the organization. In addition, behavioral control indirectly, and subjective norm directly and indirectly affect knowledge sharing behavior. Thus, it can be said that organizational citizenship behavior does not play the mediatory role just in the job involvement-knowledge sharing and organizational commitment-knowledge sharing relationships. In other words, job involvement and organizational commitment only directly contributes to knowledge sharing among employees. These research findings refer to the necessity of considering organizational citizenship behavior in sharing knowledge among organizational staff.

Keywords: *job attitude, knowledge sharing behavior, organizational citizenship behavior, perceived behavioral control of knowledge sharing, subjective norms regarding knowledge sharing*

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The Mediating role of Organizational Citizenship Behaviors in the Relationship between Job Attitudes and Building Learning Organizations

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Abstract: The present study aimed to study guidelines for Jihad-e-Keshavarzi Organization of Gilan Province to become learning organization through strengthening organizational citizenship behavior and attitudes of employees. A questionnaire based survey was applied to 159 employees estimated through stratified random sampling. The face and content validity of questionnaire was confirmed by panel of experts and Cronbach's alpha test revealed the reliability of the instrument used in the study. Analyses provide strong support for the direct effects of job attitudes on learning organization. OCBs played an important mediating role on the relationships between job attitudes and learning organization. We found support for partial mediation of consciousness, civic virtue and courtesy on the relationship between job satisfaction and learning organization. Also, partial mediation occurred through sportsmanship, civic virtue and altruism for the relationship between organizational commitment and learning organization.

Keywords: *job attitudes, learning organization, organizational citizenship behaviors.*

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Effective Communication and Organizational Silence in Banking Network (Case Study: Sanandaj City)

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Abstract: Effective communication is one of the main factors contributing to organizational silence. Organizational silence has undeniable impact on the decreasing the employee participation. In this paper we have studied the effect of communication on organizational silence reduction. We had used descriptive correlation type. Our statistical population was consisted of 304 employees of state and private banks of Sanandaj city. 190 persons are selected based on a multistage cluster sampling method. Data is collected through a questionnaire. The reliability of the questionnaire was calculated using Cronbach's alpha for effective communication and organizational silence is 0.881 and 0.889, respectively. The validity of tests was confirmed and content validity, using the methods of confirmatory and exploratory factor analysis and KMO index. The Gathered data were analyzed by SPSS and LISREL software. According to the results, there is a significant relationship between organizational effective communication and organizational silence in the studied community.

Keywords: *effective communication, organizational silence, state and private banks.*

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Design of the Holographic Organization Model Using Interpretive Structural Modeling with Approach of Exploratory Factor Analysis

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Abstract: The main of this paper is designing a model for Holographic Organization with identify the factors that effects on it. Designing the holographic organization regarding components as dynamic capacity building, holistic environment, efficient human capital, increased self-managing, and smart structure aims at crystallizing the entire quality in each single part with the intention. This article is exploratory by nature and fundamental – applied measuring and descriptive – survey to the methodology. Then using the Delphi technique and scoring 23 detected factors via exploratory factor analysis, 5 new components were identified and labeled. These components could cover 87.056% of the factors affecting the design of holographic organization. Hence, to plan and codify the model and make out the relationship between principles the method of ISM was utilized. Validity was approved by experts and Total Variance Explained and its reliability Cronbach Alpha Coefficient set as 0.964 was confirmed. The results showed that the components of model were related to each other unilateral and holistic environmental has most influential on other components.

Keywords: *exploratory factor analysis, holographic organization, interpretive structural modeling, self-organization.*

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The Effect of Triple Indicators of Globalization on the Human Resources Building: A Panel Data Study from 2005 to 2011

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Abstract: In recent years, the issue of globalization has become the focus of researchers and policymakers. There are some Indicators to measure and evaluate globalization in different countries. The KOF Index is the most famous index which measure three aspects of globalization: economic, political, and social. In this paper, the impact of globalization on the building human resource (BHR) among the 56 countries in the period 2005 to 2011 was reviewed. In the present article's model, the building human resource index plays as the dependent variable and the three dimensions of globalization (economic, political and social) are considered as independent variables. The method of analysis is econometric methods: regression analysis and generalized panel GLS. The analysis was performed using the software STATA version 12. The findings of estimates for the generalized regression model show that the coefficients of the variables global political, economic and social confidence level is less than 500 significant. The political impact of globalization (its coefficient of 0.0056) and social (quality factor of 0.0260) to build human resources directly impact economic globalization (its coefficient of -0.0062) build human resources to reverse. It can be said that globalization in its various aspects has significant influence on the construction of the country's human resources.

Keywords: *building human resources, economic globalization, panel data, political globalization, social globalization.*

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Analysis of the Organizational Culture in Order to Determine Alignment of Staffing System and Desired Cultural Values in Iran Insurance Company

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Abstract: This study investigated aligning organizational culture and staffing process of human resource management in the Insurance Company of Iran. This study examined the impact of organizational culture types in Quinn Competing Values Framework model on staffing process of human resource management. Statistical population encompassed 320 members of supervisors, middle managers, and senior managers in Iran's Insurance Company. The opinions of 173 members were used as a selective sample identified by stratified sampling method. The research method used for this study was descriptive-correlation and survey. Data analysis was conducted in three phases: correlation test, T-test, and relationships based on Structural Equation Modeling. The results of T-test indicated that organizational culture types in Quinn Competing Values Framework model and staffing process of human resource management were in undesirable level. Correlation test showed that among the current and desired organizational culture, human resources management system is correlated with existing organizational culture. Also, Structural Equation Modeling results demonstrated a positive significant causal relationship between the 'current organizational culture' and 'staffing process of human resource management'.

Keywords: *competing values framework, Iran Insurance Company (IIC), organizational culture, staffing system*

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The Impact of Political Marketing Tools in Public Participation (Case Study: the Citizens of Region Five in Tehran, Iran)

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Abstract: Today, on the one hand, the challenge of politicians shows their own distinctive face in order to outpace rivals; and on the other hand, for making an effort to attract maximum participation of people in the election, it has made the political marketing significantly more than ever. In this paper, the research method consists of descriptive-correlative performed by survey, which is intended to make practical measurement for the impact of traditional and modern political marketing tools on voter participation. The research's population included the citizens of region five in Tehran, gathered with random sampling method as well. Descriptive research was used to collecting data. For data analysis, Structural Equation Modeling (SEM) with Lisrel ver. 8.54 was conducted. The results indicate that the impact of the traditional political marketing tools associate with public participation of voters significantly but reversely, while the use of Modern tools of political marketing have direct relation with it and statically significant.

Keywords: *political marketing, political marketing tools, public participation, Voters' Behavior*

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