

Investigating the causes of Iran's policy making system performance inefficiency regarding poverty eradication (Case study: Poverty eradication bill in Islamic Republic of Iran)

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Abstract:

'Poverty' as a complex and multilateral public problem is under the influence of government policies and performances regarding poverty eradication. Therefore, any change in the level of poverty in the society depends upon policy making system performance (P.M.S.P). In present research, after describing the ineffectiveness of P.M.S.P about poverty eradication, the causes of this problem have been investigated by taking case study method and focusing on the bill of "poverty eradication in Islamic Republic of Iran" (as a sample of P.M.S.P). So the main probable causes of bill's aborting -as the causes of ineffectiveness of P.M.S.P- have been studied in the framework of research hypothesis. "The indifference and ignorance of policy makers", "the inefficiency of public policy making system" and "extension and complexity of poverty problem" have been distinguished as the most important causes and have been assayed via gathering experts' viewpoints. The results of research, by confirming the effect of triple factors, indicate that "the inefficiency of public policy making system" is the main cause of that problem.

Keywords: policy making system, poverty, poverty eradication, poverty eradication bill.

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An investigation of the impact of employee cynicism toward organizational change on organizational health

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Abstract:

One of the major challenges towards the programs of organizational improvement and change is resistance to change due to suspicion. For this reason, it is required that organizations identify the triggers of suspicion, trying to control and eliminate the resultant factors. This Study was performed among hospital staffs including, Sina, Shariati and Imam Khomeini and the sample size was 260. Base on theoretical and empirical studies, the most important factors to stimulate organizational cynicism were identified including organizational justice, participation in decision making, psychological contract breach, and the villain. Data analysis was performed using structural equation modeling techniques. The result showed that suspicion of militant character had the greatest impact on organizational suspicion and health, whereas justice has the greatest impact on reducing suspicion and increasing organizational health.

Keywords: *organizational change cynicism, organizational health, stimulants.*

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An investigation of the effect of social capital in organizational entrepreneurship (Case study: Ghods Municipality)

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Abstract:

Organizational entrepreneurship is the total efforts which directly or indirectly affects the performance of an organization. In municipalities, because of financial independent conditions, organizational entrepreneurship has a high value in order to increase the quality of urban services. Based on the main need of the municipalities to organizational entrepreneurship, this study aims to explore the effect of social capital on organizational entrepreneurship in Ghods Municipality. For this purpose, 204 participants who are the top/ middle/ low managers in the municipality took part in the study. The results clarify that the components of social capital significantly affect the three components of organizational entrepreneurship in Ghods Municipality. Also, some recommendations are given in the end.

Keywords: Ghods municipality, organizational entrepreneurship, social capital.

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Identifying team performance factors and dimensions in Iran's public organizations

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Abstract:

The current study aims to examine and identify team performance dimensions and factors in Iran's public organizations. For this purpose, exploratory method was used and data were gathered through quantitative approach. The targeted population consisted of two parts including experts in the field and managers and experts in public organizations in Ilam. The sample size included twelve (12) experts in the field and four hundred and seventy two (472) managers and experts. Confirmatory factor analysis was used to analyze the data. Team performance was found to include two dimensions including processes and results (performance). Process dimension consisted of four factors: leadership and goal setting, creativity and innovation, research and development, and partnership and cooperation. Result dimension included three factors: results for the team, results for the organization, and results for society.

Keywords: *Iran's public organizations, team, team performance.*

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Designing a Blue Ocean Strategy in the field of consulting engineers services, involved in national projects of dam construction

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Abstract:

The blue Ocean Strategy aims to create business in the fields which didn't exist before. This research has been developed with the aim of designing a blue ocean strategy as a modern solution. The current study is a functional one situated in the Descriptive Survey group, considering the nature of the subject and the goals. The judgment sampling is applied to determine the criteria frameworks and develop survey process according to the views of Sakoo experts. To perform survey process, the researcher tries to promote the competitive situation of Sakoo Consulting Engineers by applying ERRC model. According to Experts' views, the related criteria of ERRC model that should be considered in the field of Sakoo Consulting Engineers are as follows: omitting the services for which there are no space according to business market conditions, promoting company financial status, decreasing the project profit withdrawal by project managers, decreasing company costs and increasing productivity.

Keywords: Blue Ocean Strategy, competition criteria determination, ERRC model, value innovation.

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Recognizing and categorizing challenges for implementing human resources strategy in Khorasan Regional Electric Company

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Abstract:

The purpose of this study is to recognize and categorize the barriers for implementing human resources strategy in “Khorasan Regional Electric Company”. Q-methodology has been applied as a mixed method in this study. 30 managers and experts of “Khorasan Regional Electric Company” have taken part in filling up the questionnaire in this study. Developing concourse, evaluating and summarizing the concourse and considering experts’ comments, Q-sorting was done. After Q-sorting and filling up the questionnaire by the participants, the information was analyzed using factor analysis. Analysis of the answers showed that 12 distinct subjective perspectives can be identified regarding the barriers for implementing strategic human resource plan in “Khorasan Regional Electric Company” among the participants. Then, prioritization and categorization of barriers was conducted. Finally, some strategies were identified and proposed to “Khorasan Regional Electric Company”, for dealing with the barriers in order to implement strategic human resource plan in the company.

Keywords: *human resource strategy, Q-methodology, strategic human resource planning.*

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Exploration and verification of entrepreneurial capacity status in selected universities of Mazandaran Province

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Abstract:

Entrepreneurship is a thought and process by which an individual or group recognizes new idea and opportunity, and utilizes it successfully. The universities, as a knowledge producer factor, and their diffusion institution play a widespread role in industrial innovation. Indeed, the appearance of entrepreneurial university is a response to increasing importance of knowledge in local and national innovation system and new perception of university. The purpose of the present research was to explain entrepreneurial capacity status in Mazandaran Province universities. Statistical population of the present study includes 5 selected universities in Mazandaran Province; 92 experts and responsible agents were selected as statistical sample. For gathering the data, standard questionnaire was used and data were analyzed using SPSS and LISREL software. The derived results from structural equation modeling showed that the presented model totality was supported by fitness index amounts (GFI=0.92, NFI=0.95, and RMSEA=0.067) and the T-Student test showed that entrepreneurial capacity and its related dimensions in the studied universities have an undesirable status.

Keywords: entrepreneurial capacity, higher education, innovation, Mazandaran Province universities.

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Talent Management: A Grounded Theory

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Abstract:

This research aims to develop a theory of talent management. The research method is qualitative based on grounded theory. Data were gathered in investment market as theoretic sampling and 16 interviews were done by managers of investment market. The results of open, axial and selective coding lead to develop Dual-core HR architecture theory. Based on this theory, organizations should differentiate their HR system into two sections (core). In the first core, non-key people (B players) and in the second core, key people (A players) should be managed.

Keywords: *dual-core HR architecture, Grounded Theory, talent, talent management.*

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Organizational performance measurement based on human resource management indicators using fuzzy MADM techniques (Case study: Organizations affiliated to Isfahan Municipality)

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Abstract:

In the present study, after investigating the theoretical bases and results of previous researches and identifying the most important indicators and sub-indicators of human resource management affecting organizational performance, weighting and ranking the indicators were performed using the questionnaire (first) and applying the fuzzy AHP technique, in which the highest ranks were allocated to indicators of human resource planning, performance evaluation, recruitment, selection, training and development. Next, using another questionnaire (second) and applying the fuzzy TOPSIS technique, measurement and ranking the performance of organizations under study were accomplished based on the indicators. As a result, the motor services organization and fire fighting organization showed the best performance relative to these indicators. Afterwards, recreational and cultural organization and the passenger terminals were ranked in the next step. Finally, strengths and weaknesses of each organization under study were analyzed according to identified indicators and some proposals were made to the organizations based on the results.

Keywords: *Fuzzy MADM, municipality, organizational performance measurement, human resource management indicators.*

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Design and development of wisdom-based organization model in government agencies

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Abstract:

The importance of wisdom in managerial and organizational issues is growing. Wisdom, in addition to being the rational and moral judgment, is the most important success factor for organization. The purpose of this study is to investigate the effects of managerial dimensions on wisdom-based organization. Statistical population composed of employees in government agencies in Hamedan province (7941 staff), in which 381 employees were selected as samples. A 62-item questionnaire was designed based on Delphi technique in two rounds. In order to test the hypothesis, LISREL software and regression Model were employed. The analysis results indicated that leadership style, ethic, learning and knowledge management, judgment and decision making had a significant effect on wisdom-based organization.

Keywords: ethic, knowledge management, wisdom, wisdom-based organization, organizational culture.

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