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## ***Identifying Factors Effecting on Rip Currents of Public Organizations Using Grounded Theory***

***Mohammad Ali Sarlak<sup>1</sup>, Mohammad Hosein Nooriaee<sup>2</sup>***

**Abstract:** “Rip Currents”, the new metaphor, was presented by “Sarлак” at first time and explains environmental destructive rips effective on public organizations. This study using a metaphor in environment tries to explain hidden aspects of environmental factors effective on public organizations. This research was done using qualitative research method, Grounded Theory. For this purpose, at first the literature was reviewed and Sea rip currents and the metaphor in organization and management were studied. To explore and describe the beliefs and attitudes, the in-depth interviews was done by 15 management expert. Many of indicators of factors affecting organizational splitter flows were collected, using Grounded Theory; open coding, axial and selective variables were categorized and the metaphor of organizational rip currents was defined. The study shows that unstable environment, rumor publication, inflowing up, Bewilderment and abusing are currents rips. By identifying the causal conditions, the results showed these factors were fulfilled in the context of structure weakness and the weakness of organizational structure processes. Moreover, the performance of managers and employee behavior were identified as the intervening variables in this study.

**Keywords:** *Grounded Theory, Metaphor in public administration, Organizational Rip Currents, Qualitative research methods.*

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## ***Black Hole of Budgeting in Public Budgeting System of Iran***

***Adel Azar<sup>1</sup>, Tayebe Amirkhani<sup>2</sup>***

**Abstract:** Budgeting black hole as a new concept in literature of budgeting is introduced in this article. Black hole concept comes from the Astronomy science and describes the area in atmosphere that nothing can exit from it. The budgetary black holes are the expenditures in public budgeting to which government assigns a large amount of money every years but don't have any outcomes for society. For explaining this concept, at first budgeting and the most important roles of it are described and then based on the analysis of documents, the black hole of budgeting is introduced. The society of this research is all of articles and essays about the budgeting of Iran being published in reliable books, magazines or journals and sites. The analysis show that cultural budgeting, current expenditures and construction expenditures are some examples of black hole of budgeting.

**Keywords:** *Black holes, Expenditures, Public Budgeting.*

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## ***Designing and Developing Iran Administrative System Effectiveness Model***

***Hamed Mohammadi<sup>1</sup>, Seyed Mahdi Alvani<sup>2</sup>,  
Gholamreza Memarzadeh Tehran<sup>3</sup>, Naser Hamidi<sup>4</sup>***

**Abstract:** The present research aims to depict the effectiveness Model of administrative system in Iran and in this respect, the governmental management Model of Shafritz, Russell and Borick and also the ecological approach have been focused. The effectiveness in this study refers to determining the optimal value of four dimensions as the managerial, political, legal and professional in Iran administrative system. This study is applied in terms of the objective and a survey related to the strategy and of combined method. In order to collect the data, interview and Delphi method have been used to identify and get the experts' views and the questionnaire has been applied to identify the managers' perceptions and to analyze the data, fuzzy logic has been used. The results indicate that there is a meaningful difference between the status quo and the dimensions of the managerial, professional and political dimensions and no significant difference has been spotted between the status quo and the optimal condition of the legal dimension.

**Keywords:** *Administrative System, Legal dimension, Managerial dimension, Political dimension, Professional dimension.*

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## ***Risks' Model of Public Organizations Entering Into Social Networks***

***Somaye Ramezan Lavasani<sup>1</sup>, Mahdi Kheirandish<sup>2</sup>***

**Abstract:** Theoretically any activity associated with some degree of risk. Risk cannot be completely removed; thus, scientific approach to the problem of risk is management not anything. In terms of popularity among users and wide geographical distribution, social networks becoming a private and personal relationship and a certain lack of control by the authorities, have become a means unmatched in the field of communications. However, the spread of these networks, despite of undeniable benefits, have damage to public organizations in the case of non-effective management. The aim of the present research is identifying public organization entering risks into social networks. This study is the applied and exploratory research. For this purpose, a sample of managers and experts in municipality of district 22 of Tehran were studied. Data analyzing by exploratory factor, conformity and T-test showed that risks of intelligence, moral, security, regulatory, strategic and productivity are the most important public organization entering risks to social networks.

**Keywords:** *Municipality of district 22 of Tehran, Public organizations, Risk of entering, Social networks.*

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## ***Design and Explain the Budgeting Model Based on Indices of Good Governance in Iran***

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Hasan Danaeifard<sup>3</sup>, Heidar Ahmadi<sup>4</sup>***

**Abstract:** The purpose of this study is to identify components of a budgeting system which reflects good governance by improving its indices. To do this, we adopted a mixed (sequential explorative) method. In the qualitative phase of study, we used Theme Analysis for analyzing collected interviews, and then we analyzed the collected questionnaires for conforming our model in quantitative phase. The statistical society of his research comprises academic and practitioner experts in budgeting field among which we chose by Purposive Sampling method. The results of the study are 51 themes grouped in 6 categories as follow: spatial planning, managing stakeholders, implementing operational budgeting, reforming accountant and reporting system, reforming the process of overseeing budget and transparency. These categories make 16 relations to the good governance indices. Result of Chi Test is meaningful for all relations; consequently the relations are confirmed by experts.

**Keywords:** *Budgeting system, Good Budgeting, Good Governance, Theme Analysis.*

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## ***Factors Affecting Organizational Silence of Media Personnel Based on the Experience of Staff Working at the Administration of IRIB Public Relation***

***Siavash Salavatian<sup>1</sup>, Davod Nemati Anaraki<sup>2</sup>, Kamyar Neyestani Esfahani<sup>3</sup>***

**Abstract:** The main objective of this study is to identify factors affecting the organizational silence of media personnel according to the experience of the staff working at the administration of IRIB Public Relation in order to promote the participation of employees working in the unit. To achieve this goal the factors were identified, using a qualitative approach and a grounded-theory method, during eighteen deep interviews along with observations among the employees of this administration and through the three phases of open, axial and selective coding. Cultural and environmental factors with the 4 selective codes of underdevelopment, cultural clean records, being labelled, poor culture in team working; individual factors with the 3 selective codes of individual approaches, individual motivation and personal and individual variables; and structural factors with the 7 codes of job characteristics, the silent behavior of managers, structural factors, lack of institutional partnerships, improper system of performance evaluation, lack of organizational justice and the culture of organizational silence were identified as the factors of organizational silence among the staff working at the IRIB public relation. Considering the moderating situation of change and crisis, and the contexts of political, social and cultural interactions and the proposed conceptual model of organizational silence was finally proposed for this unit in the media organization.

**Keywords:** *IRIB organization, Media management, Organizational silence, Public Relations administration*

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## ***Providing a Framework for Green HRM***

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**Abstract:** In the past two decades the emphasis on environmental sustainability, social and economic activities and research in the fields of management, has intensified. In line with this trend, human resources management has developed its approach from strategic to sustainable. Green human resource management as a branch of sustainable HRM is a new approach that its goal is environmental sustainability. Because of growing environmental challenges and also, the ambiguity of this approach for Iranian researchers, in this paper we clarify it by providing a framework. We conduct 14 interviews and analysis them by thematic analysis method.

**Keywords:** *Environment sustainability, Green HRM, Sustainable HRM.*

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