



**Faculty of Management,
University of Tehran**
Journal of Public Administration

ISSN: 422801868177

Summer 2014, Vol. 6, No. 2

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Organizational Parameters Affecting Work-Life Balance Employees of an Automotive Parts' Manufacturer

Aryoo Asadi¹, Marjan Fayyazi², Tahmores Hasangholipour Yasory³

Abstract: This study has been conducted to find solutions for increasing work-life balance of employees of an automotive parts manufacturer. For this reason by reviewing the literature we found two main groups of parameters affecting WLB, including individual parameters (e.g. sex, age) and organizational parameters. We focused on the second group in this study. We considered four parameters including workload, organizational flexibility, organizational support, and supervisor support as organizational parameters. About 411 employees out of 840 participated in the study and we measured the amount of their work-life balance. By using SPSS software and multiple regression and Pearson correlation techniques we found out that there is a meaningful relationship between WLB and all four organizational parameters. While there is a strong positive relationship between WLB and organizational flexibility, this relationship is negative between WLB and workload.

Keywords: *Organizational Flexibility, Organizational Support, Supervisor Support, Work-Life Balance, Workload.*

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Accepted: 10 / May / 2014

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The Influence of Trust on Flourishing Innovation: Study of Pardis Science & Technology Park in Tehran

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Abstract: This research aims at defining effective causes of trust and surveying trust effect on innovation enhancement in Iran and Tehran district, through a case study of Pardis Science and Technology Park. This research concentrates on systems thinking approach. Research sample was based on 105 people located in the mentioned area with 64 sample. Data was analyzed with SPSS and Lisrel software in order to extract key important factors which have an impact on trust and also investigate impact of trust on degree of innovativeness in cities. In the next stage, qualitative method was employed and interviews were conducted with 8 people in this field. Data were analyzed based on theme analysis method and the final system was designed with Vensim Modeling Technique. Results indicate that many factors influence on trust formation in cities which consequently have an effect on innovation indexes.

Keywords: *Trust, Innovation, Systems Thinking, Tehran, Pardis Technology Park.*

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Identifying the Components of the Innovative Organizations in Order to Achieve the Vision of Iran, 1404 (Case Study: The Universities of Ilam Province)

***Esmail Delkhosh¹, Mohammad Taban², Mohammad Hasan Mobaraki³,
Kamal Nasrollahi⁴***

Abstract: This study is conducted in universities located in Ilam province to identify the factors affecting creative organization. The research method is mixed, in that, statistic sample in qualitative section consists of experts and in quantitative section consists of employees, professors, and top and middle managers in universities (Payam-e-noor University, Medical Sciences University, Azad University and the University of Ilam). The population of the statistic sample in qualitative section is 20 and in quantitative section are 174. To analyze the data, Kendall's Coefficient of Concordance, Confirmatory factor analysis, conforming analyzes and placement test of Freedman are used. The results of the study show that among 9 identifying factors, 7 are organizational (internal research and development, External research and development, motivational factors, structural factors, strategic thinking, main competencies of human resources, organizational empowerment) and 2 are native, Iranian-Islamic components (intellectual directing and knowledge exchange).

Keywords: *Creative Organization, Innovation, Universities of Ilam, Vision of Iran (1404).*

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E-Governance in Municipalities: Studying the Iranian Municipalities' Portals

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Abstract: Governing includes administrative and political processes and mechanisms which provide the conditions for citizens and social groups to discuss their interests reduce the differences and ensure their rights. In the age of information and communication technologies, in order to achieve this aim, public institutions are constrained to have digital portals. These portals must comply with some standards which are provided by national/ international organizations. These standards include being user-friendly, respecting privacy, and providing the citizens with the ability of participation in the governance. Here, municipalities' portals are regarded as gates that can provide the citizens with the most information about cities. In this paper, we studied 30 portals of Iranian municipalities in order to explore the strengths and weaknesses of the portals. For this aim, the United Nations check list was used. The results of mean scores show that the portals are in low maturity level and need more attention. At the end some recommendations are provided in order to improve the quality and quantity of the portals.

Keywords: *E-Governance, Information and Communication Technologies, Municipality, Portal.*

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The Effect of Ethical Leadership on Organizational Adaptive Capacity (The Case Study: Employees of Tabriz University)

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Abstract: One of the fundamental issues in organizations is the adaptive capacity. Therefore, the present study aims at assessing the adaptive capacity of employees to test its relationship with ethical leadership. The method of research was survey and the measuring tool was a closed questionnaire. The population consisted of 716 employees of Tabriz University in 2012 from which 239 employees were selected through Cochran formula and stratified random sampling method in relation to the levels of their classes. According to the results of regression analysis, the influence of role clarity, orientation of people, ethical conduction and ethical leadership construct was respectively significant on the dependent variable (the organizational adaptive capacity) and these variables could explain 63% of variations in the dependent variable.

Keywords: *Ethical Leadership, Organizational Adaptive Capacity, Shared Power.*

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Assessing the Social Impact of Repairing and Reconstructing Minarets of Mosques Located in the 9th Region of Municipality of Tehran

Ahmad Reza Ghasemi¹, Sanaz Ghorbani²

Abstract: Minarets of mosques (called ‘Goldasteh’ in Persian) are one of the artifacts of Iranian Islamic culture. Thus repairing and reconstructing the minarets of mosques could have considerable outcomes for expanding Islamic architecture and urban beautification. This research tries to investigate “the social-environmental impact of repairing and reconstructing minarets of mosques located in the 9th regions of municipality of Tehran”. The research is organized based on the ten-step social impact assessment model and it uses both qualitative (deep interviews and observation) and quantitative (survey) methods to answer research questions. The results of the research reveal that repairing and reconstructing minarets of mosques can have social, cultural and environmental impacts such as urban beautification, developing Iranian Islamic architecture, attracting citizens (adults) to mosques, citizens’ satisfaction and etc. On the other hand, the negative impact can be ignoring neighbors’ rights and mosques’ priorities. In addition, it may cause urban management to become an arena of political competitions among interest groups.

Keywords: *Islamic Architecture, Minarets of Mosques (Goldasteh), Social Impact Assessment (SIA).*

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Investigating the Effectiveness of Organizational Factors and Management of Deviant Workplace Behavior (A Survey on the Staff of Civil Servant Pension Fund)

Morteza Ghodratipoor¹, Narges Hassanmoradee²

Abstract: Evaluating the impact of organizational factors and management of deviant workplace behavior is an important issue. It helps to explain the situation to senior managers in order to plan and make decision to prevent or mitigate such a behavior. This study evaluates the impact of organizational factors and management (unfair laws, organizational culture, compensation/ remuneration structure, negative and cynical attitude, and ambiguity of job performance) on deviant workplace behavior (work deviation, political deviation, financial deviation, and personal aggression). The current study is an applied developmental research in terms of purpose and a descriptive survey in terms of nature. The findings of the study which are the results of data collected from a sample of 170 employees and directors of Civil Servant Pension Fund in Tehran, show that employees distrust, negative and cynical attitudes, ambiguity of job performance, compensation/ remuneration structure, unfair laws, and organizational culture have the greatest impact on deviant workplace behavior respectively. We recommend that senior managers plan for building trust among employees and identifying other factors affecting deviant workplace behavior.

Keywords: *Civil Servant Pension Fund, Deviant workplace Behavior, Management, Organizational Factors.*

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Investigating the Impact of impostor Phenomenon on Family-Work Conflict with Mediating Role of Perfectionism

Aryan Gholipour¹, Mazaher Yousefi Amiri², Hossein Imani³, Amirhossein Abdollahzade⁴

Abstract: Self-perception is a determinant factor in everyone's personal and organizational success. One of the effective components that affect people's self-perception is the Impostor Phenomenon which has multiple consequences on organizations and their staff. Hence investigating and identifying the consequences of Impostor Phenomenon is highly important. Accordingly in this research, the impact of impostor phenomenon on work and life conflict with mediating role of perfectionism has been investigated. In order to collect data, the employed students of Tehran University were chosen as the population and 250 questionnaires were distributed among them 176 of which were completed and returned to the researchers. The study results using the path analysis method show that The Impostor Phenomenon affects "negative perfectionism" directly and "family and work conflict" indirectly ($\beta = 0.340$). The results also show that there is no relationship between Impostor Phenomenon and "positive perfectionism". It's noted that "negative perfectionism" has the greatest effect ($\beta = 0.517$) on students' "family and work conflict".

Keywords: *Family - work Conflict, Impostor Phenomenon, Perfectionism.*

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Analyzing the Critical Success Factors in New Service Development (NSD) Using Structural Equations Model (Case Study: Region 1 of Municipality of Tehran)

**Seyed Habib Allah Mirghafoori¹, Maysam Shafiee Roodposhti²,
Fatemeh Malekshahi³**

Abstract: Globalization and high pace of technological processes, achieved by information technology, increase the pressure on private and public organizations to compete for providing new services. The service sector accounts for the largest employment growth and value-added in developed economies. Therefore, extensive studies on developing new services and their success factors have become more important. In this regard, the present study is carried out with the purpose of investigating critical success factors and presenting a model for new service development. The population of this study consists of two groups; the first group includes managers and experts of municipality for identifying CSFs and the second group includes citizens of region 1 of Tehran in order to evaluate the performance of municipality in NSD. For collecting data, two questionnaires of identifying CSFs and evaluating the performance are used. Structural equations model and Topsis and Vikor decision making techniques are employed to examine the questions. For presenting obvious and practical results, CSFs that are confirmed in the model are included in importance-performance matrix and are divided into 4 sections the most important of which are those located in the second quarter. Therefore, municipality must improve its performance in these items to successfully develop its services.

Keywords: *Critical Success Factors, Municipal Services, New Service Development, Service.*

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The Role of Intellectual Capital in Facilitating Knowledge Management Practices

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Abstract: Successful implementation of knowledge management for organizations requires a systematic and comprehensive perspective about various organizational factors. Appropriateness of these factors and their integration and coordination is a vital prerequisite for implementing knowledge management effectively. The primary purpose of the research is investigating the effect of three fundamental aspects of intellectual capital– human capital, structural capital and relational capital– on four stages of knowledge management practices (knowledge creation, storage, application and sharing). The data collection instrument is questionnaire and the research method is descriptive and correlational. The population studied in the research consists of managers and senior experts of the government state of one of the south states of Iran. A sample of 120 subjects was selected by simple random sampling. Data obtained is analyzed using correlation coefficient method and structural equations modeling. According to the research findings there are significant relationships between these intellectual assets and knowledge management practices. These findings support the necessity of preparing the prerequisites of effective implementation of knowledge management. Accordingly, an organization characterized by more developed intellectual capitals can benefit from knowledge management initiatives.

Keywords: *Human Capital, Intellectual Capital, Knowledge Management, Relational Capital, Structural Capital.*

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دانشکده مدیریت دانشگاه تهران

نشریه مدیریت دولتی

شماره استاندارد بین‌المللی ۱۸۶۸۱۱۷۷-۴۲۲۸۰

دوره ۶ - شماره ۲ - تابستان ۱۳۹۳

صاحب امتیاز: دانشکده مدیریت دانشگاه تهران

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ناشر: دانشگاه تهران

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دانشکده مدیریت دانشگاه تهران، ساختمان الغدير، طبقه آخر، دفتر مجلات

کد پستی: ۱۴۱۱۷۱۳۱۱۴

صندوق پستی: ۶۳۱۱ - ۱۴۱۵۵

پست الکترونیکی: jipa@ut.ac.ir

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