

## Designing a Higher Education Monitoring System with an Entrepreneurial Approach

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### Abstract

This article is the result of the research that has been implemented for designing a higher education monitoring system with an entrepreneurial approach. According to the research goal, it is categorized as applied research, and the research methodology is mixed. To determine the dimensions and components of the system, literature review, semi-structured, and non-structured interviews have been used. The sampling method is purposeful sampling. For system validation, required data gathered through a questionnaire, and for analyzing, confirmatory factor analysis is used. Results show that from 150 initial components, 105 components have been confirmed. According to the findings, the dimensions and components of the higher education monitoring system, based on an entrepreneurial approach and considering the effective environmental driving forces, have been identified. Also, actors, stakeholders, required structures such as observatory and databases, inputs, processes, outputs, outcomes, and impacts of the higher education monitoring system have been determined.

### Keywords

Monitoring, Higher Education, Entrepreneurship, Entrepreneurial Approach.

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## A Study on the Relationship between Self-directed Learning and Organizational Learning in Educational Organizations

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### Abstract

This study aimed to study the relationship between self-directed learning and organizational learning in educational organizations. The research method was descriptive and correlational. The statistical population included all employees of 16th and 19th Education Management District in Tehran that were 180 persons. The sampling method was simple random sampling. To gather data, we used self-directed learning questionnaire of Abili and Mazari (2014), ( $\alpha = 0.92$ ), and organizational learning of Templeton, Lewis, and Snyder (2002), ( $\alpha = 0.96$ ). In order to analyze the data one sample t-test test, Independent t-test, analysis of variance, correlation, and regression were employed. Results showed self-directed learning and organizational learning of the personnel were higher than the average. T-test results indicated significant differences between male and female employees in self-directed learning. Analysis of variance showed that self-directed learning and organizational learning, with different levels of education and work experience, had no significant difference. Correlation results indicate a positive ( $r = 0.39$ ) and significant ( $p < 0.01$ ) correlation between self-directed learning and organizational learning. Finally, regression analysis showed that among the components of self-directed learning, learning self-assessment and evaluation of learning outcomes and consequences have multiple significant correlations with organizational learning and predicted 15% of their changes.

### Keywords

Self-directed Learning, Organizational Learning, Staff, Educational Organizational.

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## Analyzing the Effect of Organizational Support Factors on Innovation Capabilities: Mediating Role of Absorptive Capacity

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### Abstract

Organizational support is a critical antecedent of the innovation process. This study, by focusing on a knowledge-based approach to innovation, surveys the effects of organizational support factors on innovation capabilities, considering the mediating role of knowledge absorptive capacity. Regarding the purpose, the research is applied and regarding method is a descriptive survey. The population consisted of managers of small and medium-sized enterprises in the Textile industry of Lorestan province. The population size was 481 that according to Morgan table, the sample size has been determined 217. The results of testing hypotheses and relationships between variables show that the variable "performance-based reward system", "potential risk" and "top management support of new ideas," have the greatest impact on the potential capacity and actualized capacity for absorbing knowledge. Also the real capacity as well as potential capacity to absorb knowledge has a significant impact on the capability of innovation, including product innovation, process innovation, and managerial innovation.

### Keywords

Organizational Support Factor, Potential Absorptive Capacity, Actualizes Absorptive Capacity, Innovation Capabilities, Confirmatory Factor Analysis.

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## Explaining the Role of Mediating Ambidextrous Organizational Culture in the Relationship Between Knowledge Absorptive Capacity and Organizational Ambidexterity

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### Abstract

Organizational ambidexterity (OA) is a new concept in management that means paying attention to two non-conforming organizational goals. This concept results in high performance in the business environment. Also, the availability of knowledge absorptive capacity (KAC), which means the ability to discover new knowledge, is effective in improving OA and corporate performance. Ambidextrous organizational culture (AOC) can play an important role in the relationship between KAC and OA. Considering the importance of this issue in manufacturing companies, the purpose of this paper is to investigate the effect of KAC on OA and explain the role of mediating AOC in this regard. The statistical population of the research is directors of manufacturing companies in Qom province that 93 of them participated in this survey based on Cochran's formula. Three questionnaires (KAC, OA, AOC) were used to collect data. The validity of the questionnaires was verified formally and contently. Reliability was gained by calculating the Cronbach's value of 0.81. The analyses were performed by using the LISREL software to evaluate the structural equation model. Findings indicate that there is a positive and significant relationship between research variables, and Ambidextrous Organizational Culture has a mediating role in the relationship between knowledge absorptive capacity and Organizational Ambidexterity.

### Keywords

Ambidextrous Organizational Culture, Knowledge Absorptive Capacity, Organizational Ambidexterity.

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## Synergistic Leadership: A Postmodern Approach toward Improving People Capabilities Maturity Level and Human Resource Sustainability

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### Abstract

According to the importance of the people capabilities maturity level (PCML) and human resource sustainability in organizations, and also the role of management and leadership of an organization in increasing the assistance of staff, this study aims to evaluate the effect of Synergistic Leadership on human resource sustainability. In this evaluation, the effect of PCML is considered as a mediator variable. This study is practical in terms of aim and is a descriptive survey in terms of method. The data were collected from 130 staff of the Parsian Banking Sectors in Tehran. To collect required data, the standard questionnaire of PCML and two other questionnaires, developed by researchers, for measuring human resource sustainability and Synergistic Leadership were used. The validity of questionnaires, based on content validity and stability of the questionnaires, was evaluated by Cronbach's alpha index that the amount of them have been 0.90, 0.80, and 0.87, respectively. In this study, the relationship between variables and their effects were determined via regression test and structural equations using SPSS and Amos. The results show that Synergistic Leadership is effective on people capability maturity level and human resource sustainability, and also the people capability maturity level is effective in human resource sustainability.

### Keywords

Synergistic Leadership, Capability of People, Capability Maturity Model, Human Resource Sustainability.

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## **Citizen Perception of Political Stability and Political Displacement Indicators in Good Governance based on Native Components of Iranian Urban Utilities Organizations (Case Study: Governmental Organizations of Khuzestan Province)**

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### **Abstract**

The aim of the present study was to understand the citizen perception of political stability and political displacement indicators in good governance based on native components of Iranian urban utility organizations. The research was conducted at governmental service organizations in Masjedsoleyman, Ramhormoz, and Behbahan cities. The statistical population of this research was all of the clients of the government organization of Khuzestan province in Masjedsoleiman, Ramhormoz, and Behbahan cities. The method of research was qualitative and the data collection tool was an in-depth interview. The sampling method was convenience (62 customers of 4 governmental organizations). Data analysis based on thematic analysis showed that lawfulness, quality of service, monitoring and evaluation, responsiveness, commitment and responsibility, and finally interaction were the most important political stability indicators on the organizations. Also, diversity and displacement selection, meritocracy, effectiveness monitoring, making agility of bureaucratic structured, transparency at the manager's selection were the most important political displacement indicators on the organizations.

### **Keywords**

Good Governance, Political Displacement, Political Stability, Service.

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## Demonstration of Conceptual Model in Methodology of Islamic Futures Study

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### Abstract

The methodology of Islamic future studies is the first step in the Islamicization of this knowledge. Identifying it is one of the most important issues in this knowledge. The difference between the approach of Islam to epistemology and ontology is the basis for the differences and important distinctions in the methodology of Islamic futures studies. Therefore, identification of the methodology of Islamic future studies is of special importance based on Islamic teachings and principles. In this research, data were collected by the library method and analyzed by descriptive-analytical method. Finally, three types of methodology for Islamic future studies were identified, that include the analytical methodology of futuristics, aiming at future studies with rational explanation; interpretive methodology focusing on the internal factors of human beings; and intuitive methodology also focusing on the inner experiences of individuals about future issues. As a result, three types of methodology for Islamic futures studies have been achieved.

### Keywords

Methodology, Future Studies, Islamic Futurist Studies, Epistemology, Ontology.

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## **Visual Research; Photo-voice, Photo Elicitation; A New Methodology in Organizational Culture Management**

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### **Abstract**

Photo-voice and photo-elicitation represent a major field of visual research methodology which has been little employed in the organization and management. So the purpose of this paper is to present photo-voice and photo-elicitation methodologies and their use in the organizational culture research. The results showed that photos can provide tangible stimuli for more effectively tapping into tacit and often unconscious information, images, and metaphors that results in producing different and richer information than other techniques; and may also help to reduce differences in power, class, and knowledge between researcher and researched because these methods have unique potential to empower participants' involvement in activities related to organizational culture management. Also, this paper will explore its theoretical foundation and then critically review the impact of photo-voice on a variety of changes in societies or organizations. Lastly, this paper will review the planning and implementation process of photo-voice by qualitative researchers.

### **Keywords**

Visual Researches, Photo-voice, Photo-Elicitation, Images, Organizational Culture.

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## Management Culture and Family Law

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### Abstract

The article discusses one of the most important areas of management and its culture, namely, management in family law, because we have two countries or two families in our lives. One large and one small, but this family is the basis of that family. The Prophet (PBUH) has said: "No foundation is more acceptable to God than marriage and family formation, and the constitution introduces the family as the fundamental unit of society and the main focus of human development". As the country needs a manager and chairman, family preservation also requires a final decision-maker, protector, manager, and sponsor. The article focuses on the rational and legal arguments of the husband and wife. The other part, which is paternal, is in the hope of another right.

### Keywords

Husband, Wife, Family, Director, Culture.

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