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Conceptualization of the Outcomes of the Desirable Quality of the Services by Mosques on the Basis of the Model of Effective Management of Mosques

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Attraction, guidance and excellence are two aspects of the outcomes of services by mosques. This research is intended to identify the components and indicators of the outcomes of mosques' services in these aspects which comprise their effective management. The method of conceptualization in this research is practical, individual conceptualization. Delphi's method was employed to confirm the model. The data were collected from different scientific and religious sources. The component of attraction was divided into two subcomponents of presence and loyalty. The component of guidance and transcendence was divided into three subcomponents of sensual-emotional, cognitive-faith, and behavior. The opinion of the experts and with the application of Friedman Rank Test indicated that the component of guidance and transcendence is more important in attraction. It was also found out that presence was the most important subcomponents of attraction, and sensual-emotional subcomponent is the most important one in guidance and transcendence. Components of cognitive-faith and behavior occupied the lower ranks.

keywords: *Islamic management, mosque management, quality of mosque services, attraction of addressees, guidance and transcendence.*

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Identifying Components of Virtue-Based and Jihadic Organizations in the Islamic Revolution

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Virtue ethics is a type of ethical theory which has been considered in different fields, especially in management. It can be employed in the field of management and organization to move towards virtue-based organizations. The Islamic revolution paved the way for the emergence of virtue-based organizations. This research is intended to identify two virtue-based institutions, Jihad Sazandegui and Islamic Revolutionary Committee as well as their components. The data of this qualitative research are collected by interviews with active experts in these institutions. The interviews are analyzed through thematic analysis. The results pointed out the following components for virtue-based organizations: organizational piety, organizational brotherhood, wisdom, general sacrifice, braveness, constant struggle, managers' flexibility.

keywords: *virtue, virtue-based organizations, the Islamic Revolution, Islamic Revolution Committee, Jihad Sazandegui, Islamic Management.*

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Designing A Decision Making Model With an Islamic Approach

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In this research, the possibility of the effectiveness of Islamic thought on decision making was considered first, then it was certified by intra-religious and extra-religious analyses. Having interviewed a community of experts in the field of Islamic thought and management in a grounded theory domain, effective factors, grounding variables, preventive variables, and the outcomes of Islamic management were identified. Hence, the concept of intuition (Basirat) through religious intuition, problem intuition, and societal intuition was identified as the central factor affecting decision making through an Islamic approach. Furthermore, factors such as advisory, trust in God, sincerity, and moderation were identified as affecting factors. Finally, the results were compared with religious literature to validate the research. In cases the results were not adjustable to religious teachings, they were modified considering the views of the experts.

keywords: *decision making, Islamic management, intuition and management, data-based theory.*

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Meta-Method of Islamic Management in Iran (Case of study: Scientific-Research Articles 1380-1394)

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This research is intended to have a methodological review on Islamic management researches through meta-method. The main purpose of the research involves the question of whether these researches have followed a proper methodology in the approach of Islamic management development. Among qualified articles regarding Islamic management, 64 article which had official credit from the ministry of Science, Research and Technology were selected. This research follows a meta-method which is a branch of meta-study. The results indicated not enough researches have been conducted in the field of Islamic management. Furthermore, the methodology of the researches did not match Islamic management development regarding issues such as resources, validity and reliability, research method, research population and sample.

keywords: *meta-method and management, Islamic management, criticism and meta-study in management, methodology of management researches.*

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A Study of the Theoretical Foundations of Self-Transcendence in Organizations from the Viewpoint of the Holy Qura'n (With an Emphasis on "Sharif Al-Mizan" Interpretation)

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Organizational Transcendence is one the most important subjects in management. It has made the researchers present various models in this area so that organizations can obtain their favorite transcendence through constant improvement of their trends. The "human dimension" has been regarded as a main component in all organizational transcendence models. Yet, man's animal and physical dimension have always been considered without serious attention to his spirituality. The research is intended to study the theoretical bases of transcendence from the viewpoint of the holy Quran. For the integrity of the data of this fundamental research, "Sharif Al-Mizan" interpretation was used as the source of data collection. The data were then analyzed through grounded theory method. Having derived codes, concepts, and categories, a self-transcendence model was designed according to Touhidic management for organizations.

keywords: *Touhid and transcendence; theoretical bases of self-transcendence, Touhidic transcendence.*

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Analyzing Impact of Islamic Work Morals on Job Tension and Job Satisfaction of Isfahan Industrial University Employees

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The article is to determine the impact of the Islamic work morals on the job tension and job satisfaction in order to increase to the literature of the related area. The population of the research is consisted of the employees of Isfahan industrial university among whom 230 people were selected at random as the statistical sample. To gather the data closed questionnaire including 35 questions was used. Finally 198 accepted questionnaires were used to analyze the data. The conceptual model of the research, which was formulated based on the structural equation modeling modelling method by the partial least squares approach and Smart PLS software, version 2/0 was deliberated. The research findings display the Islamic work morals impact on the employees' job satisfaction positively and meaningfully, while they have negative and meaningful impact on the job tension. Also the role of job intension was deliberated as mediator variable in relation to the Islamic work ethic and job satisfaction.

keywords: *Management and Islamic Morals; Job Intension and Management; Management in Isfahan University.*

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A New Survey on the Jurisprudence Bases of the Priorities of Employing Veterans (Case: Warriors, Veterans, War Prisoners (Azadegan))

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According to the comprehensive legal services to veterans approved in 1386, a veteran in the law refers to someone who has performed his duties for establishing and preserving the achievements of the Islamic Revolution and for defending the foundation of the Islamic Republic of Iran and the independence and territorial integrity of the country against the threats and assaults of the internal and external enemies, so he has been recognized as martyr, missing, veteran, prisoner, free, or warrior. For this reason some certain privileges as employment priorities, insurance and tax exemptions, and, ... have been assigned for these respectful people in the administrative system of our country which are always doubtful for most of the people who take them as examples of discrimination and injustice. Using descriptive-analytical method, the survey explains the jurisprudence principles of the privileges and employment priorities for these people based on the reasons of precepts. After deliberating and criticizing them we concluded that the priority and respect enjoy strong jurisprudence backing. In addition to the behavior and practice of the wise, a group of the holy verses and traditions approve them.

keywords: *Employing Veterans, Islamic Management, Meritocracy in Management, Veterans' Privileges.*

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