

Contents

Title	Author	Page
• Designing and Validating Administrative Staff's Tendency Scale towards 'Commanding Good and Forbidding Evil'Farhad Tanha Reshvanloo, Mohammad Reza Vahdani Asadi, Hussein Mahdian		191
• A Critical Study of the Effect of Utilitarianism on Decision-Making Theories and Comparing It with Islamic Growth (Rushd) TheoryMahdi Azizi, Sayyed Mojtaba Azizi, Meisam Latifi		192
• Explaining the Requirements of Political Managers on the Basis of Jihadi Management ApproachRasool Yousefi, Bahram Akbari		193
• Explaining the Aspects of Organizational Leadership Based on the Islamic Value System Using Nahj Al-Balaghah TeachingsJavad Tajmir Riahi, Ali Safari, Nasrollah Shameli		194
• Designing a Cultural Policymaking Model for Cities with the Centrality of Jam'e Mosques and Friday ImamsEhsan Karimi, Mohsen Bagheri, Hussein Arabasdai		195
• Analysis of the Effects of Islamic Work Ethic and Perception of Organizational Justice on Citizenship Behavior Mohammad Shaker Ardakani, Hussein Ghafoori Charkhabi, Mansoor Niknamjoo		196
• Job Models from an Islamic ViewSamaneh Asghari, Muslim Bagheri		197

Designing and Validating Administrative Staff's Tendency Scale towards 'Commanding Good and Forbidding Evil'

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This research is intended to design and validate a scale for measuring the tendency of the administrative staff towards commanding good and forbidding evil. The statistical population of the study consists of all the administrative staff of the Northern Khorasan Educational office, including 635 subjects, 315 of whom (47 women, 268 men) were selected through cluster sampling and responded the researcher-made questionnaire of the tendency of the administrative staff towards commanding good and forbidding evil. They also responded Allport's religious orientation questionnaire. Cronbach's alpha, split-half coefficient, correlation coefficient, exploratory and confirmation factor analysis were employed for data analysis. The findings indicated that the scale is significantly valid. Exploratory factor analysis through main component model and Promax Rotation resulted in the fact that the scale involves two factors: "tendency to commanding good" and "forbidding evil" with the determined variance of 63.29%. Conformation factor analysis supported this structure. Significant correlation was found between the tendency towards good and forbidding evil with the internal religious orientation. Based on the results of this study, the scale of the employees' tendency towards commanding good and forbidding evil can be used as a valid instrument for measuring the employee's tendency towards commanding good and forbidding evils.

Keywords: *commanding good, forbidding evil, Islamic management.*

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A Critical Study of the Effect of Utilitarianism on Decision-Making Theories and Comparing It with Islamic Growth (Rushd) Theory

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Utilitarianism, as a school of philosophy of ethics and politics, has affected various social and human sciences. In the meantime, the operational nature of the management discipline has made it more prepared to accept utilitarianism as a basis for its theories. Similarly, decision-making, among the various domains of management, has been most influenced by utilitarianism. Despite the great amount of criticism proposed against utilitarianism, there has been no changes regarding theories on decision-making. Following a foundational approach, the researchers have challenged management decision-making theories. In this regard, the theory of Islamic growth, with special comprehensiveness and high position in the Islamic thought, is proposed as a substitute for of utilitarianism as a basis. Hence, having conducted a thorough comparison between utilitarianism and growth theory, which required a detailed explanation of both of these theories, the researchers made an effort to extract the principles of each of them. Subsequently, having explained the beneficial nature of these theories, and the operational efficiency of the basis of Islamic growth for management decisions, the researchers tried to examine the effects of a fundamental shift from utilitarianism to Islamic growth by examining the utilitarian decision-making theories. Finally, the features of growth-oriented decision-making were introduced.

Keywords: *utilitarianism, foundationalism, Growth Theory, management philosophy, Islamic management, decision-making.*

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Explaining the Requirements of Political Managers on the Basis of Jihadi Management Approach

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In all political systems, an important, undeniable, vital and sensitive issue regards the training of managers who are able to play effective roles in the governance structure for achieving the superior goals and present the efficiency of the system. This is more important in the Islamic Republic of Iran, which, on the one hand, is based on purely Islamic thought, and on the other hand, is continually exposed to the threats and attacks of the enemies. In fact, in this multidimensional battle, the training of political leaders can be one of the keys for promoting the internal power. In this process, the use of a Jihadi approach based on purely Islamic thought can identify the strategic model for political leaders. Finally, reviewing the literature of political management and Jihadi management, based on the analysis of the speeches of Imam Khamenei, indicators and requirements of political managers were presented in two groups of faith and practice.

Keywords: *Jihadi management, political management.*

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Explaining the Aspects of Organizational Leadership Based on the Islamic Value System Using Nahj Al-Balaghah Teachings

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This research aims at explaining the aspects of organizational leadership using the teachings of Nahj-Balaghah. Accordingly, it follows qualitative method and employs theme analysis. At first, the researchers reviewed and analyzed the text of Nahj Al-Balaghah (letters, sermons, and divine wisdom) in terms of the concepts related to leadership (influence and effects, modeling and accountability). This resulted in the identification of 525 primary themes. Then, by identifying and categorizing through coding method, with emphasis on common concepts, 79 basic themes were identified as indicators. Subsequently, by increasing the scope, ten organizing themes were identified as the component. Finally, with the repetition of the same process, three themes were identified as aspects of organizational leadership including beliefs, ethics and behavior.

Keywords: *Nahj Al-Balaghah, organizational leadership, influence and effects, modeling, accountability.*

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Designing a Cultural Policymaking Model for Cities with the Centrality of Jam'e Mosques and Friday Imams

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Governments, in some way, intervene in the regulation of culture and certain policies. Different views are expressed regarding policymaking from top to bottom or vice versa. Using cultural interviews and different methods of analysis, the researchers tried to present a model based on reviews and investigations on cultural policies through a native approach. Considering the wide scope of the subject in designing a model for policymaking, the research has been conducted only at city level. In this model, the comprehensive (Jam'e) mosque of the city is considered as the center of decision-making and the Friday Imam, who represent the supreme leader (Vali Faghih) in the city, as the source of the decisions. The rest of the factors related to this issue are considered as effective elements in elaboration and visualization of the system and in the achievement of a desirable policy. Finally, there are suggestions for implementing this model.

Keywords: *city cultural policymaking, Friday Imams, comprehensive (Jam'e) mosques, popular institutions.*

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Analysis of the Effects of Islamic Work Ethic and Perception of Organizational Justice on Citizenship Behavior

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Focusing on the mediation of job satisfaction, this research is intended to analyze the effects of Islamic work ethic and perceived organizational justice on organizational citizenship behavior. The population and the statistical sample of this research are selected from the employees of the selected public departments (electricity, water, education, telecommunications, agricultural Jihad, and the governor's office) in Fasa, nominated on the basis of the census method. The total selected departments included 270 employees, 210 of whom responded to the questionnaires. Data were collected through standard questionnaires of organizational citizenship behavior, Islamic work ethic, organizational justice, and job satisfaction, with reliability and convergent validity of 0.768 (0.598), 0.854 (0.510), 0.857 (0.699), 0.856 (0.599). Structural equation modeling with Smart-PLS3 software was employed to analyze the data was. The results indicated that Islamic work ethic and perception of organizational justice have a positive effect on job satisfaction. Furthermore, Islamic work ethic has a positive effect on citizenship behavior, but the effect of organizational justice on organizational citizenship behavior was not confirmed. Moreover, the role of job satisfaction as a mediator of Islamic work ethic and organizational citizenship behavior was confirmed. Job satisfaction directly affects organizational citizenship behavior.

Keywords: *Islamic work ethic, perception of organizational justice, citizenship behavior, job satisfaction, Islamic management.*

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Job Models from an Islamic View

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Occupation is a constructive factors that not only influences man's physical, personal and social formation, but also plays a vital role in the development and progress of civilizations. There are a variety of approaches to work, the most perfect and the most transcendent of which, according to Muslims, is the Islamic approach. Islam emphasizes on working as a means of achieving man's superior goals so that he can achieve his real status. This approach is completely upright and distinct from the modern look of the material world on this issue. The purpose of this study is to identify and propose a model of work from Islamic view. In this regard, qualitative content analysis has been conducted and religious sources have been analyzed. The proposed model has 43 indicators and three groups including the Islamic approach to work, the interactional duties of managers and employees, and the consequences of working.

Keywords: *working in Islam, model of working in Islam, Islamic management, social institutions.*

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