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Identification of the Characteristics of a Desirable Picture of Good Governance which Paves the Way for Emergence (Zohoor)

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Rational deductions and inferences from the verses and traditions indicate that the universe is purposeful, and that the general procedure of the history is moving towards a clear, perfect, and cheerful future. From Shiite teachings viewpoint, this move will lead to the establishment of the city of Mahdavi justice which illustrates the end of history. But the idealist society of Mahdavi and Hayat Tayyebah (pure life) will not be realized by itself and needs to be grounded. The establishment of a dominant ruling power and good governance system can be considered as one of the most important factors for Zohoor. The role of the just rulers and the type of influence of the governing system can accelerate the formation of the emerging society or postpone it. The key question underlying this research is: "What are the characteristics of good governance for paving the way for Zohoor?" Since the concept of good governance has a broad and deep meaning, it was necessary to identify its components and to present it as a model. In this regard, using meta-analysis method, the articles and books related to the topic were reviewed and the concepts of good governance which paved the way for Zohoor were identified. Then, the concepts underlying emergence were positioned properly. Referring to the verses of the Holy Qur'an and Hadiths, good governance was visualized. It is worth noting that the model of visualization of grounding governance for emergence was discussed and evaluated in several meetings.

keywords: *visualization, good governance, righteousness-oriented governance, futurology, threshold of Zohoor (emergence).*

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Designing an Organizational Multilevel Rationality Model with Islamic Approach

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Rationality is one of the most complex and most essential issues of epistemology. There is a great deal of literature about the rationality and the concepts associated with it. Nevertheless, the rationality and indicators of correct reasoning have always been and may be discussed as challenges. Therefore, according to the social and cultural context of the organizations in the country, this research is aimed at designing a multilevel organizational model of rationality with an Islamic approach. This research is qualitative in terms of data, and it is basic in terms of the result. In terms of purpose, it is an exploratory research. Religious sources used in this research include the holy Qur'an and the Hadiths of the Infallibles (AS). Using the content analysis strategy, which is a method of qualitative research, all the verses and Hadiths related to reasoning, rationality thought, and related subjects were reviewed. They were coded according to grounded theory method. Al-Mizan, Noor, and Rahnama Interpretations were referred to analyze the contents of verses. For the analysis of the content of Hadiths Osool Kafi, Mizanolhekmah, and Jameolahadith software were used. The results indicated that the model of rationality in the organization with Islamic approach consists of eleven dimensions, which were classified into three levels of institutional, organizational and practical.

Keywords: *rationality, organization, multilevel approach, institutional theory, critical theory, Islamic approach*

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Measurement of Human Aspect Theory in Analyzing Decision-Making Patterns Based on the Ideas of Transcendental Philosophers

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Decision-making is one of the most important aspects of human life; however, it has been neglected in philosophical discourse. The following question is handled in this research: "What kind model can be presented for decision-making based on the analysis of the ideas of transcendental philosophers such as Mulla Sadra, Allameh Tabatabaei and Allameh Motahhari?" This qualitative research follows library method for data collection and content analysis for analyzing the data. According to the research findings, various components of the three human aspects (cognitive, emotional and behavioral areas) and their components are effective in human decision-making. However, the analysis of decision-making model should be comprehensive, and all of its components must be taken into account. Each of these components involves its own attractiveness and draws the attention of decision-makers. Some of these fascinations are consistent and some others are non-contiguous. They vary a lot in in terms of intensity and power. Finally, according to the findings of the research, it is the "total attraction balance" that governs the decision. The option whose components are more powerful and more substantial, and therefore its total attraction by the supporting components are more, can dominate the decision-making. This analysis of decision-making is presented in the form of a conceptual model called "human aspect measurement theory in the analysis of decision-making pattern".

Keywords: *model of decision-making, transcendental philosophy, the philosophy of Mulla Sadra, Allameh Tabatabai, Allameh Motahhari.*

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Martyr Sayyed Morteza Avini's Leadership Model for Media Activities

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A model of leadership presented by Martyr Sayyed Morteza Avini is a novel experience in the field of media organizations after the Islamic Revolution. Identifying this model can be a stepping stone for local leadership model for media organizations. This study is intended to identify martyr Avini's Leadership Model. Grounded theory has been selected as the method for research because of its compatibility with the subject and the current trend. Open and deep interviews and documentary methods have been used to collect data. The research population includes all the works by Martyr Avini, writings and interviews that provide information about his model of leadership, as well as his colleagues and companions. The samples of this study are selected according to theoretical sampling method. The interviews and documents are analyzed through grounded theory method and the collected data are analyzed by qualitative coding getting help from constant comparison in three stages of open, axial and selective coding. Totally, 197 concepts were identified by this analysis. These concepts were categorized in an abstract process including 66 subcategories, 12 categories, and three main aspects. Eventually, Avini's leadership model was designed as a conceptual model. The main aspects of this model includes 'religious ideas and practice', 'organizational ideas and practice', and 'Vilayah'.

keywords: *leadership and leadership model, media leadership, media organization model, Martyr Sayyed Morteza Avini.*

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Designing a Social Advertising Framework for Attracting Popular Help Based on Religious Patterns

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These days, Marketing is known as a type of knowledge beyond the scope of business. The application of the principles and tools of this field has expanded to non-commercial fields. One of these areas is the use of marketing knowledge in solving social problems, which is referred to as social marketing. Poverty and deprivation can be regarded as the most important challenges of human societies. Different scientific disciplines have tried to come up with different approaches to solve this issue. One of these scientific disciplines which can provide a solution to the problem of poverty is social marketing, which makes an attempt to help deprived people by using its devices for attracting popular support. This research is aimed at designing a model for social advertising for attracting popular help for solving the problem of poverty. Applying theme analysis, all of the verses of the holy Qur'an relating to keyword charity were reviewed in order to identify the publicizing framework of the holy Qur'an for attracting people to help the poor. In the second stage, the researchers used a hierarchical analysis method to measure and prioritize aspects. Finally, it was found out that paying attention to the components of knowledge and attitude, as well as addressing the intentions of behavior are two main content components for social advertising of charity.

Keywords: *social marketing, social advertising of charity organizations, solving the problem of poverty, religious model for poverty elimination.*

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An Appraisal of Effect of Islamic Lifestyle on Job Attitudes of the Employees

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Lifestyle of employees and their effect on job attitudes and their components such as job satisfaction, occupational affiliation and organizational commitment, are vitally important issues in the quality of work life. This becomes much more important when it refers to examining the effect of Islamic lifestyle on job attitude. In this research, the effect of Islamic lifestyle on attitude is generally assessed, and its effect on the components of job attitudes, job satisfaction, occupational affiliation and organizational commitment are discussed. Moreover, the effect of the components of inter-organizational values relating to the influence of Islamic lifestyle on job attitude is assessed. The data were collected through a questionnaire from a stratified random sample, distributed among 430 employees in 12 selected organizations in Lurestan and Zanjan provinces. The results were analyzed by structural equation modeling with the SPSS and PLS2 software. In this phase, three questionnaires were designed to assess the employees' job attitude. Islamic lifestyle and explanation of internal values. The validity of these three questionnaires was confirmed by the internal consistency coefficient of Cronbach's alpha as much as 0.966, 0.49 and 0.447 respectively. Meanwhile, the reliability of the questionnaires and the model were confirmed by the PLS2 software. Eight of nine hypotheses of this research were confirmed. The results indicated that Islamic lifestyle can have a positive effect on employees' attitudes toward work and organization.

Keywords: *Islamic lifestyle; job attitude; job satisfaction; organizational commitment; job affiliation; inter-organizational values.*

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The Outcomes of the Islamic Work Ethic

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This study is intended to identify the consequences of the Islamic work ethic in the organization. Hence, the consequences of Islamic work ethics in the organization were first identified by reviewing the literature and interviewing the experts at academic centers and religious schools of Kerman. Having identified the consequences, a questionnaire was designed and was distributed among the subjects. The statistical population of the study consists of university staff of Kerman including about 740 employees. A random sample of 350 university staff was selected based on Morgan's table. 216 valid responses were collected. The validity and reliability of the research questionnaire were tested using Cronbach's alpha and confirmatory factor analysis. The results confirmed the reliability and validity of the questionnaire. Confirmatory factor analysis was used to answer the research hypotheses. Findings indicate that the implications of Islamic work ethics are realized in both individual and social domains. In the individual domain, the implications of Islamic work ethics include protecting human esteem, individual peace, and peaceful workplace. The implications of Islamic work ethic for the target community resulted in the strengthening of social communication and social justice in the social domain.

Keywords: *Islamic ethic, ethics and working, working and Islam.*

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An Appraisal of the Effect of Islamic Human Resource Management on Organizational Justice, Job Satisfaction and Leave of Employees

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This research is intended to assess the effect of Islamic human resource management on organizational justice, job satisfaction and employees' leave. This applied research follows a descriptive survey method based on structural equations modelling. The statistical population of the research includes the employees of Islamic organizations in Qom selected by a two-stage sampling method. Six organizations were selected in the first phase and in the second stage 322 people, from among 1960 people, were selected randomly according to Cochran's formula. Data was collected through a standard questionnaire through the pretest reliability: the distributive justice was 0.830, the fairness justice of the procedures was 0.847, the interference justice was 0.781, the job satisfaction was 0.791, leave of service was 0.751, and the Islamic human resources management was 0.801. The results indicate that there is a positive and significant relationship between Islamic human resource management and distributive justice, attitudes and job satisfaction. There is a negative and significant relationship between HRM with the leaving of employees. Contrary to the research hypothesis, no significant relationship was found between Islamic Human Resource management and communication justice. Furthermore, distributive and procedural justice show a mediation role between Islamic HRM and job satisfaction.

Keywords: *Islamic human resource management; organizational justice; job satisfaction; staff leave; Islamic Organizations.*

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