

E-Coaching: Web-based Innovation

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pp.143-162

Abstract

The emergence of information and communication technologies (ICT), especially the Internet, has created a new concept in human resource management, which is called electronic coaching or e-coaching. According to the numerous advantages of e-coaching, the aim of this study is to provide an e-coaching model for IT service providers companies by applying comparative study and measuring the factors related to acceptance of the provided model. The population consists of 258 coaches in the field of information technology in Tehran, which has led to 104 fully answered questionnaires. For validity, the opinions of faculty members and experts in the field were examined. The reliability of the questionnaire also was measured by Cronbach's alpha, led to the ratio between 0.74 and 0.91 for various factors. For data analysis, structural equation modeling, descriptive statistics and inferential statistics (analysis of variance (ANOVA) and t-test) were used. The results showed that the relative advantage, complexity, visibility, individual innovation, gender, age, education, computer skills and perceptual barriers predict the process of e-coaching acceptance.

Keywords: Coaching, E-Coaching, Adoption of E-Coaching, Information and Communication Technology, Innovation

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The Role of Intellectual Capital and Learning Organizational Culture on Capacity for Organizational Learning and Knowledge Creation among Medical Staff of Imam Reza Hospital

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pp. 125-141

Abstract

The hospitals are the most interactive organizations. Their interactions can lead to learn and knowledge-creation of human resources if so the direction of its culture is to the learning organization direction. The purpose of this paper is to examine the role of intellectual capital on organizational learning capacity and knowledge-creation in health organizations. In this regard, addressing the mediator of the learning organization is a priority. The methodology of this research was descriptive–correlative method–; and the statistical population was included of the medical staff. A sample of 200 employees from 800 personal of statistical universe, using Cochran formula, was used. To collect the data, Standard questionnaires–their validity and reliability approved in the earlier internal and external researches– were used, such as intellectual capital of Bontise (2004), learning organization culture of Yang (2004), Knowledge Creation of Choi and Lee (2002) and organizational learning capacity of Chiva (2007). In order to evaluate the relationship between latent variables measured in the conceptual model, structural equation modeling techniques were used. The findings showed the highest level of correlation was between intellectual capital and organizational learning capacity (.77) and the lowest level of correlation between intellectual capital and learning organization culture (.56). As well as, the role of mediator of learning organization culture in this study was approved.

Keywords: organizational learning capacity, Knowledge-Creation, intellectual capital, learning organization culture.

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A Study of the Stakeholders' Satisfaction Level from In- Service Training Process at Industries Development and Renovation Organization of Iran (IDRO)

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Abstract

Taking the importance of training process in contemporary world into account, the present study has dealt with the level of satisfaction of the stakeholders from the in-service training process in Iranian Industries Development and Renovation Organization of Iran (IDRO). Considering the objective and questions of the research, this study is of a descriptive-survey type. The statistical population of this research consists of the stakeholders of the in-service training who participated in the organization's short term training courses and include employees, managers and deputies of the organization and the managers of subsidiaries which totally amount to 1249 people who were selected and 143 people out of that number were selected as the sample of study using a random and classified sampling method. The researcher-made questionnaire was used for gathering information and it was implemented as first stages after gaining the approval of the esteemed supervising and advising professors and its reliability was measured by means of calculating Cronbach's Alpha $\alpha= (.87)$. For data analysis, SPSS software and also inferential statistics (T test single sample, T test of independent subjects and one-way variance analysis) were used. Also, to rank the participants comments regarding the assessment of satisfaction level from the training process, Friedman test was employed. The results obtained demonstrated that there is an average level of satisfaction among all the stakeholders from all stages of in-service training process (assessment of needs, design, implementation, evaluation and feedback) and the highest level of satisfaction has been from feedback phase taken from the training courses, implementation of training courses, evaluation of training courses, design of training courses and need assessment of training courses respectively. In addition, it became evident in this research that there is no significant difference between the stakeholders' level of satisfaction from training process in terms of demographic variables (gender, organizational position, and the level of education and service records).

Key words: Training process, In-service training, Stakeholders' satisfaction

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Studying the Challenges of Training and Development of Human Resources Based on Three Branches Model

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pp. 71-100

Abstract

This study aimed at identifying and ranking human resource deficiencies in training and development activities at Fajr Electronic Industries, based on three branches model (process, structure and environment dimensions). Concerning methodology, it has been adapted the complex method which is a combination of qualitative and quantitative methods. In qualitative phase, according to information-rich sampling method, all related documents and researches were reviewed and interview framework was developed after categorizing the identified deficiencies based on three branches model. According to purposeful sampling method, 10 people were selected to be interviewed in order to identify more deficiencies. In quantitative part, the questionnaire was developed through converting identified deficiencies to questionnaire items and then distributed among 126 of employees. They were selected from all employees (including managers) of Fajr Electronic Industries (N=250) based on stratified random sampling method. Since the content of questionnaire was based on the results of reviewing documents and interviews, its content related validity is admitted. Descriptive and inferential statistical methods (including one sample t-test, two independent sample t-test, estimation of mean, and Friedman test) were used to analyze the quantitative data. Results indicated that education office of Fajr Electronic Industries - in all studied dimensions- is at quiet defected or almost defected statuses.

Keywords: Studying the Challenges, Training and Development, Non-Processing Deficiencies

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Presenting a Strategic Framework for Organizational Training and Improvement in the Ministry of Cooperatives, Labor and Social Welfare

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pp. 53-70

Abstract

This study aims to provide a strategic Training and Improvement framework for human capital in the Ministry of Cooperatives, Labor and Social Welfare. The methodology used here is descriptive and hybrid, i.e. a combination of quantitative and qualitative methods. Research tool is a questionnaire so that it was first presented to experts and after applying their comments on the questionnaire, the ultimate version of the research's model was designed and implemented in three stages. After finalizing the pattern as above, in order to implement the survey, another questionnaire consisting of 4 dimensions, 13 components and 60 indicators was designed, in which the status quo and desired state are graded based on a ten-point scale.

Research findings showed that in proposed pattern, nine predictor variables including legal factors (0.222), economic factors (0.322), technological factors (0.212), social factors (0.350), learning strategies (0.265), strategic approach to Training (0.306), Training needs assessment (0.265), executive Training management (0.219) and culture of learning and growth (0.333) had significant correlations with the criterion variable.

Keywords: Training and Improvement, Strategic Management of Human Resources, Human Capitals

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ICT Integration in Teacher Education with Meta-Synthesis Approach

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Abstract

This article looks at the integration of ICT in teacher education in the wider perspective of school development, which puts on focus both in-service and pre-service teacher education. To prepare teacher-education students for work in a rapidly changing, information rich and technology based society, the key strategies in integration of ICT in teacher education programs and provides implications and directions for future analyses of ICT integration efforts are analyzed. A meta-synthesis exercise was undertaken, to analyze and synthesize the studies and examples of best practice to integrate ICT in education particularly in teacher education. The results were provided into two main parts including: - ICT in in-service teacher education; - ICT in pre-service teacher education. Discussing the examples of practices and strategies, it is argued that addressed strategies are complementary, thus a combination of the given strategies may be more efficient way in integrating ICT in teacher education programs.

Keywords: ICT, ICT Integration in Higher Education Institutions, Teacher Education Programs, Teacher Professional Development

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Identifying Talent Development Mechanisms in Iranian Electric Industry

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Abstract

The current study aimed to identify talent development mechanisms in Iranian electric industry applying a mixed method approach. In qualitative phase, statistical population included academic informants and electric industry's human resource managers and talents from whom 19 people were purposefully selected and profoundly interviewed. The collected qualitative data were analyzed using thematic analysis technique and its validity was confirmed applying member checking, data source triangulation and peer debriefing techniques. In quantitative phase, statistical population consisted of 279 talents from which 134 people were selected randomly as a sample using levy and lemeshaw (1981) formula. Data was collected applying researched- administered questionnaire which contain 56 questions. Structural equation modeling with partial least squares (PLS) approach was used to analyses the collected data. So, in order to do second order confirmatory factor analysis, Smart-PLS3 was utilized. Finally, findings obtained from thematic analysis showed that the main talent development mechanisms in Iranian electric industry were categorized into Internal/external organizational sessions, vertical career path, horizontal career path, self- development, coaching, succession planning, training, performance management, job design techniques, team working, learning by doing, knowledge sharing, and networking. Results of one sample t- test indicated that all identified mechanisms were evaluated adequately by electric industry's talents. Furthermore, confirmatory factor analysis' results showed that all observable and latent variables' factor loading were above 0.70 and were confirmed at 0.01 levels. In other words, the 13 mechanisms identified in qualitative phase can be considered as the fundamental factors of talent development and it can be predicted applying them.

Keywords: Talent Management, Talent Development Mechanisms, Iranian Electric Industry.

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