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Research Paper

Designing a model for selecting human resource through multi criterion decision making method: evidence from Iran.

Kasraee AR and Etemadi AR

J. Educ. Manage. Stud., 8(1): 01-08, 2018; pii:S232247701800001-8

Abstract
Human resources are regarded as the most important competitive factor of today organizations. Therefore, the valuable role of staff in organizations and their desirable management are emphasized. In this regard, Purposeful and precise selection of human resource is a key factor in the success of an organization. This research has been carried out in three oil and gas industry-related organizations. Research community includes seven managers in each organization. So total of 21 persons were participated in this research. The purpose of this research is to identify a set of most important and most influential factor affecting human resource selection. The next step is to use multi-criterion techniques, as well as referring to experts, for evaluation and prioritization of these factors. Finally, the finding of research shows that “Professional and personal skills” is the most important factor in human selection and “Personal characteristics” is in the last. Therefore Professional and personal skills is more important for human resource selection.

Keywords: Human Recourses Selection, Multi Criteria Decision Making, Prioritization, Oil and Gas Industry.

[Full text- PDF] [XML]

Research Paper

Survey of the success of the strategic plan of Imam Reza (AS) hospital, Mashhad.

Latifian S and Karimi H.

J. Educ. Manage. Stud., 8(1): 09-18, 2018; pii:S232247701800002-8

Abstract

Full attention to hospital efficiency as the largest and most cost-effective unit of the health system is of particular importance. Therefore, the purpose of this study is to evaluate the success of the strategic plan of the Imam Reza center of Educational, Research and Therapy using the method of data analysis. This is an analytical descriptive study. In the beginning, the strategic plan of the organization was evaluated and its success rate in achieving the strategic objectives was measured on the basis of the Balanced Score Card. According to the research objectives, based on the analysis of the success rate of Imam Reza Hospital in Mashhad, the organization's strategic plan, Reports and documentation in the organization have been used to analyze the performance of the organization on the horizons desired for implementation of the programs. Rate of Achieving strategic goals in improving employee productivity - Improving the support process - Improving the status of the hospital information system - Improving the physical environment, each program being individually designed to 43.92 - 41.07- 44.66-62.34 and in the area of development of health services, and Establishment of the system for assessing service satisfaction is 26.68 - 61.25 and in the area of upgrading the management of

equipment supply and distribution of 41% and in the field of development of educational activities is zero percent. However, achieve the strategic objectives of The study center proportion to the percentage of the base and desirable percentage is considered, is desirable, But a strategy that is based on accurate knowledge and understanding of the environment is based strategic thinking and It is also necessary commitment to implement the right strategies and implement appropriate monitoring and evaluation system can be upgraded strategic management in organizations have to follow.

Keywords: Strategy, Strategic Management, Performance Appraisal, Strategic Objectives

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Research Paper

Single machine scheduling in a batch delivery system with fixed delivery dates.

Rezaeian J and Abedi M.

J. Educ. Manage. Stud., 8(1): 19-22, 2018; pii:S232247701800003-8

Abstract

This paper presents a new mathematical model for scheduling of a single machine in a batch delivery system. The objective is to minimize sum of the delivery and total holing costs. Accordingly, the proposed model tries to find a solution with high quality (good solution) by a tradeoff between the holding and delivery costs. Two examples are solved by the LINGO Software to validate and verify the proposed model. The mathematical model attempted in this paper suffers from a large number of variables and constraints which make application of this model difficult for large-sized real cases. Thus meta-heuristic approaches can be developed and applied for solving the real-sized problems in future researches.

Keywords: Single machine scheduling; Fixed delivery date; Batch delivery system

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Research Paper

Effective factors on the distribution of income from religious orientation (case study: Shahid Moshhad).

Saberi Far R and Esmaeily M.

J. Educ. Manage. Stud., 8(1): 23-30, 2018; pii:S232247701800004-8

Abstract
The purpose of this study was to determine the cost of pilgrimage trips in Iran, a sample of the Mashhad metropolis, and a descriptive and analytical survey method in post-event research. Required data were collected using documentary and field methods by means of a check-up tool and a questionnaire. The questionnaire was evaluated and verified using form and content methods. After determining its accuracy and accuracy, it was applied in practice. For analyzing the collected data, descriptive and inferential statistical methods, especially multivariate regression, were used with SPSS software. The findings of the study showed that the economic and social conditions of the household are the main factors affecting the distribution of pilgrimage tourists entering the city of Mashhad and the amount of education, income and number of households have more impact. Give Also, every pilgrim's household entering the city of Mashhad considers its monthly income for traveling to this city. According to the Kolmogorov-Smirnov test, the tourist expenses and household income are normalized. Based on this, the proposed strategy The regulation of tourism policies is based on the average household cost.

Keywords: Tourism, Cost, Planning, Mashhad City

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