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## Conceptualization of General Diplomacy Capacity of the Islamic Revolution of Iran from the Viewpoint of the Supreme Leader

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The presence of different players, variety of the programs in the fields of policy, the great length of policy making processes, and the presence of technological issues comprise the factors which cause policy making to become a complicated process. Governments are supposed to have special capabilities to overcome this complexity. As a new scientific concern, policy capacity is related to this governmental capability. As the policy makers believe that the components and aspects of policy capacity depend on situational factors, its application is due to reconceptualization of the issue with regard to its requirements. Applying grounded theory, this research is intended to review the sayings of the supreme leader addressing the country's policy makers. The results include local components of policy capacity for the country.

**keywords:** *policy capacity, country's capability, the Islamic Revolution, purified life (Hayat Tayyebah), rationalism.*

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## Developing a Measurement Scale for Organizational Citizenship Behavior on the Basis of Religious Teachings

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This research is intended to develop and validate a measurement scale for assessing employees' citizenship behavior based on Islamic approach and teachings. Having reviewed a series of employees' citizenship behavioral models, the researchers selected the one which was best in accordance with the purpose of this research. Research instruments were developed according to the same model. Random sampling was employed for this research and assessment was performed by the supervisors of each unit. The researchers employed confirmatory factor analysis through Imos software. The results generally indicated that citizenship behavior questionnaire based on Islamic teachings was scientifically valid enough to monitor and evaluate citizenship behavior of the employees. Finally, the researchers suggest that citizenship behavior be improved in human resource road map and the factors affecting these behavior in organizations be identified.

**keywords:** *citizenship behavior, Islamic teachings in management, the questionnaire of organizational citizenship behavior (OCB), confirmatory factor analysis.*

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## Research Approaches and Systems of the Islamic Management Studies

Saeed Hejazifar \*

This research is intended to present a new design for the identification and classification of Islamic management. This qualitative research follows a meta-method. The approaches are classified into four indicative and deductive groups. Deductively, the approaches are classified according to origins and theoretical structure or subject as well as their sources and cognition instruments. They include confirmative, purifying, deductive, establishing, comparative, and integrative approaches from theoretical regards. From the sources and instrument regards, the approaches contain scientific, philosophical, mystical, and religious approaches. The approaches are also classified from inductive, natural, theoretical content, and final goal considerations. They include principal-oriented, ethical-oriented, task-oriented, basis-oriented, pattern-oriented, source-oriented, jurisprudence-oriented, authoritative-oriented, and integrative-oriented approaches in relation to nature, content or subject of approaches. From the final goal perspective, they include subject-oriented, problem-oriented, measurement and evaluation approaches. Finally, the research system for the systematization of Islamic management studies is presented.

**keywords:** *Islamic management, research system for management, Islamic management approaches, appraisal of the Islamic management studies.*

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## Field Study of the Organizational Values Model According to the Teachings of Nahjolbalaghah

Sayyed Mahdi Mousavi Davoodi \*

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This research is aimed at designing and evaluating organizational values model on the basis of Nahjolbalaghah in order to account for the shortcomings of local and religious sciences production. This is a compound research, both qualitative and quantitative. In the qualitative part of the research, data collection is conducted through theme analysis. It is followed by interviews and questionnaires for the construction of net and research model. The results of the interviews of the experts are presented in the form of a value model based on Nahjolbalaghah. It contains four components including ethical-cultural, knowledge-vision, professional, and basic values. The research population includes the students and professors of an educational and research center. Nonrelative sampling method along with Krejcie and Morgan table are used to make a sample group. LISREL and SPSS analyses showed that all for indicators are positively related to organizational values based on Nahjolbalaghah teachings.

**keywords:** *values in organizations, organizational values, values in Nahjolbalaghah, Islamic management.*

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## The Role of Religious Scholars and Intellectuals in the Leading and Managing the Islamic Awakening from Imam Khamenei's point of view

Akbar Mohammadalizadeh \*

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Social and organizational changes depend on many factors and components to achieve goals and ideals. The main requirement is the presence and activities of powerful and competent leaders, managers, and administrators for leading the various social complexes towards the predetermined purposes. As a great social phenomenon, the Islamic awakening is in need of efficient and effective leadership for achieving its purposes and ideals, the modern Islamic civilization. This research is intended to fill the gap in the scientific situation of this issue. This is a basic research following a qualitative-exploratory method based on theme analysis of the sayings and ideas of the supreme leader. It presents a model for leadership and guidance. Atlas.ti (software for Qualitative Data Analysis) was employed for theme analysis. The results indicated that there are 3 comprehensive themes, 11 organizing themes, and 30 main themes for this model. Finally, some suggestions for future researches are presented for administrative specialists.

**keywords:** *Guidance and leadership by religious scholars (ulama). Islamic awakening, Imam Khamenei's opinions, religious management of the society.*

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## **A Model for the Influence of Spiritual and pirituality Based Motivation Leadership on Organizational Performance**

Rahman Ghaffari \*

Yahya Rostamnia \*\*

This research is aimed at presenting an efficient model for the effectiveness of spiritual and spirituality-based motivation on organizational performance through job satisfaction of human capital of Ilam province police. This is a correlation study following a descriptive-survey method. Research population includes all police members in Ilam province, 313 of whom were selected to make a sample group. Four standardized questionnaires were employed to collect data. The results of structural equation modelling confirmed the proposed model of this research. It indicated that the component of spiritual leadership correlates positively and significantly with spirituality-based motivation (coefficient= 0.71). Both of these components influence job satisfaction (0.69 and 0.90) and organization performance (0.76 and .69). It is suggested that police commanders pay close attention to organizational vision in order to increase job satisfaction and organizational performance. In this way, they can augment the feelings of efficiency and effectiveness in employees. They can also increase participation of the employees and engage them more in the aims and missions of the organization by establishing informal communication networks. They are supposed to develop just behavior and to give enough salary and provide job promotion.

**keywords:** *spirituality-based leadership, job satisfaction, organizational performance.*

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## The Interactive Responsibilities and Rights of Governments and Nations from the Perspective of the Imam Ali's Political Conduct

Heidar Sohrabi \*

The issue of interaction between nation and the government has always been discussed in different cultures and religions, including Islam, by scholars and intellectuals. Amir-o-Im'omenin Ali Ibn-e- Abitalib (AS), as the most significant scholar in the history of Islam after the era of the holy prophet, has emphasized on the interaction between the ruling power and people during his era. His letter to Malik Ashtar, when he was appointed as the ruler of Egypt, letter number 53 in Nahjolbalaghah, and letter number 5 addressing Ashas Ibn-e-Gheis, the ruler of Azarbijan, are the most significant examples of this kind. This qualitative research follows structural-interpretive modelling method. The primary data was derived from reliable sources such as Nahjolbalaghah. Then, concepts relating to the interactional responsibilities and rights of people and government were derived by content analysis. The most important guidelines for this research regarding internalization of Islamic teachings in governments' grand policies and behavior institutionalization emphasized by Imam Ali (AS) in Nahjolbalaghah, is about chief managers in the supervising governmental organizations. These teachings provide suitable bases for government employees and managers to behave properly with people.

**keywords:** *the rights of government and nation, Imam Ali (AS) and the rights of people, government in the views of Imam Ali (AS), Imam Ali's political conduct.*

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## Identification of the Defining Characteristics of Jihadi Manager through Meta-Synthesis Method

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Considering the sayings of the Supreme Leader of the Islamic Revolution about the necessity and importance of conducting Jihadi Management to achieve goals of the country, the researcher decided to find out the defining characteristics of Jihadi managers. Hence, Meta-synthesis method, a type of Meta-study research method, was employed for this purpose. Various keywords relating to Jihadi management were identified from 84 research data banks, related articles and books. 38 of these sources directly explained the characteristics of Jihadi managers. The primary codes were selected through Meta-synthesis method. They were classified into 148 concepts. The researchers identified 16 categories out of these concepts which defined Jihadi managers. They included God-orientedness, religiousness, morality-orientedness, intuition, rational decision making, meritocracy, tolerance, effective relationship with colleagues, increasing productivity, self-confidence, faithfulness, revolutionary thinking, punctuality and law-orientedness, devotedness, great endeavor and wisdom. Finally, these characteristics were divided into two large groups of general characteristics and Jihadi Characteristics.

*Keywords:*

**keywords:** *Jihadi management, Jihadi manager, characteristics of Jihadi manager.*

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