Designing a Value-Based Organization Model on the Basis of an Islamic Approach

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This research is an attempt in line with the attempts of the Islamic scholars in order to suggest a model for value-based organizations through an Islamic approach. Regarding the quality of the resources, Delphi quantitative-qualitative method and exploratory factor analysis were employed for data analysis in this research. Having reviewed the previous researches and exploratory interviews, 360 codes were identified initially. Having refined and categorized them, 68 primary indicators were extracted with 22 components. Subsequently, 44 experts, selected through snowball method, were asked to comment on the proposed indicators and components. Afterwards, 9 factors were identified by exploratory factor analysis. Finally, the adjusted indicators, proposed components and extracted dimensions, along with feedback from the first round results, were again presented to the experts. Having collected their opinions, the researchers designed the final model of the value-based organizations on the basis of Islamic approach. It included nine dimensions: people-oriented leadership, constant development culture, emotional human resources, development-oriented strategy, moderation-oriented institutionalization, flexible supervision, authorization, infrastructure control and religiosity. The most important recommendations of this research comprise further identification of new indicators, designing instruments for practical measurement of the indicators at the organizations' levels, and assessment of the possibility of generalizing the findings of this research to other types of organization.

keywords: *Islamic value-based organizations, Delphi method, exploratory factor analysis.*

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Identifying the Components of Religious Culture Influencing the Promotion of Organizational Health in Higher Education System of Iran

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This research is aimed at identifying the components of religious culture and its relation with organizational health based on the Islamic approach with emphasis on the Holy Qur'an, Nahj al-Balaghah and the Islamic scripts. This is an applied research which employs combined method for data collection. The qualitative section of the research runs by qualitative content analysis, and its quantitative part makes use of descriptive-correlation method. The unit of analysis in the qualitative section contains words and themes. All employees and managers of Ilam University were selected as the research community at quantitative section. Employing Krejcie and Morgan (1997) method and simple random sampling method, the researchers selected 140 individuals as the sample. In the qualitative section, two researcher-made questionnaires on religious culture including 18 items, as well as the standard health questionnaire of Lynden & Klingle (2002) with 31 items were used. Focusing on keywords and indicators related to the concepts of religious culture, the researchers identified 177 indicators in the first step. After refining, 53 indicators, 18 sub-components, and 3 main components were obtained. They were titled as special criteria, value criteria, and religious criteria. Finally, the direct effect of religious culture on the organizational health variable was tested by structural equation modeling, and a coefficient of influence equal to 51% was obtained. This figure was statistically significant, positive, and moderate.

Keywords: *religious culture, organizational health, higher education, qualitative content analysis.*

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Guidance and Leadership And Their Strategies in the Holy Quran

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This paper is aimed at explaining guidance, leadership and the flourishing strategies of the inner features bestowed to man from the viewpoint of the Holy Qur'an. This is a qualitative research carried out through thematic analysis focusing on the Quranic verses. The result indicate that all the instruments for human growth and perfection are inherent in human nature and only divine guidance can make them achieve true prosperity. As human beings are unique, the only program that can direct a person to a desirable destination at the level of his nature, is the religion of Islam. No absence has ever taken place regarding divine Imams and leaders. They have led people according to the time and situation they used to live in. This program for guidance is called "Shariah". Based on time and situation, different Shariahs with different strategies such as those of Abraham, Moses, and Jesus, were employed to instruct people. Then the strategy of Mohammad (PBUH) was introduce for all human beings until the Day of Judgment. It has been protected by God from verbal and contextual distortion. The general result of the research indicated that all human problems are due to lack of adherence to the methods introduced by prophets against satanic ways. The main Quranic strategy to get rid of these problems is to recognize the true status of human beings and to adhere to religious teachings under the rule and guidance of the divine leader.

Keywords: *Qur'anic guidance, strategy, leader, management, leadership.*

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Investigating and Understanding the Islamic Principles of Cultural Policymaking Based on the Prophet's Ruling Method

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Cultural policy is the intersection point of public policy and culture, to which scholars and thinkers have paid great attention because of its growing importance. This research has noticed this theoretical issue from an Islamic approach. Focusing on Prophet Muhammad's Seerah, as the best symbol (Osvat-alhasanah), this research is intended to extract and present the principles of the Islamic policymaking through an Islamic approach. In other words, the main question of this research regards the issue of practical implications of the Prophet's (PBUH) ruling method in cultural policymaking. For this reason, a collection of sources regarding the Seerah of the Prophet was gathered purposefully. The data was analyzed and coded through thematic analysis. The indicators were categorized and refined in the form of themes. By developing the scope of the study, more evidence were collected and analyzed in relation to the main themes. Referring to the content of the traditions and sermons of the Prophet (PBUH), still more evidence were provided to confirm the main themes. The seven main themes derived from the analysis of the Prophet's Seerah include guidance, cultural comprehensiveness, gradualism, promoting social unity and solidarity, mosque-orientedness, promoting the position of families and women, and the development of knowledge and consciousness. These seven main themes comprise the seven principles of cultural policymaking based on the teachings of Prophet Mohammad (PBUH).

keywords: *cultural policy, policymaking, public policy, research on the Seerah, Holy Prophet's Seerah.*

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Identifying the Components of Jihadi Organizational Culture on the Basis of the Experience of the Managers of Jihad-e-sazandegui

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Jihadi management, as a practical illustration of the Jihadi institutions of the Islamic Revolution, can be a model for effective management in today's Iranian society. This research is intended to provide a model of Jihadi organizational culture by exploring the experience of Jihad-e-sazandegui during the first decade of the establishment of this organization. Due to the exploratory nature of the research, qualitative method of thematic network analysis was employed as the most appropriate strategy. The research population included managers of the of Jihad-e-sazandegui organization in the first decade of its activity (1978- 1987). A sample of 25 people of these managers was selected through purposive sampling method based on saturation principle to have deep interviews. The analysis of the research data eventually led to the production of 209 open codes, from which 39 basic themes were identified by combining them together. Eventually, those themes were grouped into eight organizer themes by clustering them into similar groups. The organizer themes of research include development-generating flexibility, religiousness, religious life style, open communication model, sympathetic leadership style, transcendental culture of work, collaboration, participation and popularity. All organizer themes can also be defined under the comprehensive theme of "Jihadi organizational culture". Accordingly, this theme contains the basis and core of the network of the themes of this study.

Keywords: *organizational culture, Jihad-e-sazandegui, Jihadi management, the Islamic Revolution.*

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Prequels of Improving the Management of the Experience of Muslim Medical Tourists Focusing on Islamic Management of Iranian Hospitals

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This research is intended to identify the prequels made in improving the management of the experience of foreign Muslim clients in hospitals, focusing on the Islamic approach in hospitals, and the mediating roles of the attitude of foreign medical tourists. Research data is gathered from 237 tourists having received medical services from the hospitals in the northwest of Iran. The data are analyzed in the form of modeling of structural equations using LISREL software. The results indicated that the treatment experiences of foreign Muslim medical tourists are influenced by Islamic behavior of physicians and hospitals. Yet, the Islamic behavior of nurses did not show significant effects on them. The study also showed that the attitudes of foreign tourists towards the conduct of the Islamic physicians and hospitals play the role of mediators in the experience of patient tourists. The results of the study provide an accurate understanding of Islamic-based clinical conduct. More precisely, the results can be helpful for Iranian hospitals in providing eligible care services based on Islamic rules to the requirements of Muslim medical tourists. Consequently, improving customer experience management help attract more Muslim medical tourists.

Keywords: *health services, management of customer experiences, Islamic behavior, Muslim medical tourists.*

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Social and Economic Dimensions of Using Luxury Cars through a Combined Research Approach

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Profligacy, luxuriousness and consequently, the tendency to use luxury cars have always been warned by benevolent religious leaders and the Islamic rulers. This research is aimed at discovering the reasons of tendency towards these luxury cars in terms of social and economic dimensions. For this purpose, a combination of two methods is employed. In the first section, using the qualitative grounded theory, socio-economic dimensions of the issue were identified. In the second part, using the designed model, a questionnaire was designed and distributed, then was responded by 320 people. The reliability of the questionnaire was confirmed by Cronbach's alpha coefficient, and was tested through affirmative factor analysis method. The results of the research indicated that three economic factors, including the importance of price, easy sale in the market, and the tendency to maintain real value of the asset are involved. Five social factors including the tendency to show off, achieving a certain social class, reference groups, prestige and change in the behavior of others were also discovered., Taking a critical-religious approach, this research proposed several ways to reduce this social and economic challenge.

Keywords: *Muslim consumer behavior, social factors, economic factors, luxury cars, combined research.*

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Identifying and Explaining Key Indicators of Islamic Branding Using the Fuzzy Delphi Method

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This research is intended to identify and explain the key indicators of the Islamic branding. This is a basic research following qualitative-quantitative method. The statistical population of the study contains three different addressees including clerics, academics, and Muslim consumers in Iranian society. The sample group was selected through stratified random sampling based on theoretical adequacy. The data collection instruments consist of semi-structured interviews and a questionnaire. Validity and reliability of interviews were confirmed by CVR method and Cohen's kappa coefficient test. The data gathered from interviews and the questionnaire were analyzed by coding method and Fuzzy Delphi method respectively. The results designated that the indicators of the Islamic branding contain the publicizing the Islamic traditions and conducts, the prioritizing God's and customers' satisfaction, using Islamic titles and terms, providing Muslims' interests, having concern about the principles of honesty and integrity, conformity with Islamic norms and values, the simultaneous concentration on religious values and the demands of the customers, conducting ethical marketing, the production of products in Muslim countries, assuring customers of Halal products, taking appropriate positions against non-Islamic products, concentrating on exporting products to Muslim countries, propagating on the basis of Islamic criteria and values, caring about production processes of Halal products, considering the interests of the future generations, considering environmental issues and social responsibility, promoting Islamic identity through branding, proposing positive images of Islam in Islamic brands, using hadiths in logos and advertising the brands, popularizing simple life style, and avoiding materialism.

Keywords: *branding, Islamic brands, Islamic branding, Muslim community.*

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