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Identifying the Dimensions and Components of Human Resources Adjustment in Islamic Azad University (Case Study: Mazandaran Province)

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Extended Abstract

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Introduction

Mazandaran province in north of Iran has a large number of state and non-state universities with 218925 students in different academic majors, and the Azad University of Mazandaran, with 14 faculties in different cities of the province and 57115 students (26/10 percent of the province students) is the largest non-state university in this province. The University has 1778 employees and 1606 faculty members. Currently, 259498 students are graduated from the Islamic Azad University of Mazandaran Branches (Mokhtarpur, 2017)

Islamic Azad University with some decades of establishment and activities in higher education in Iran has faced many problems due to the development of other state and non-state higher education institutes, reduction of applicants of higher education, units and disproportionate academic disciplines with the labor market and inevitably has to face structural changes and modify effective human resources. Due to the

lack of scientific studies in this regard, this research seems to be necessary to provide an appropriate model for it.

Theoretical framework

Based on the theoretical foundations and researches, and the interviews with university professors and experts, five factors of the effectiveness of human resources adjustment in the university including agility, human resource empowerment, consequences of work force adjustment, applicability, and legal and juridical consequences were selected for developing the questionnaire. For each index mentioned, components were also considered based on their related theories.

Based on the theoretical foundations and the relationship between these components, the following figure is presented as the initial research model, which summarizes the relationship between different methods of power adjustment and effective indices, and finally, the final research model will be developed by making the necessary changes:

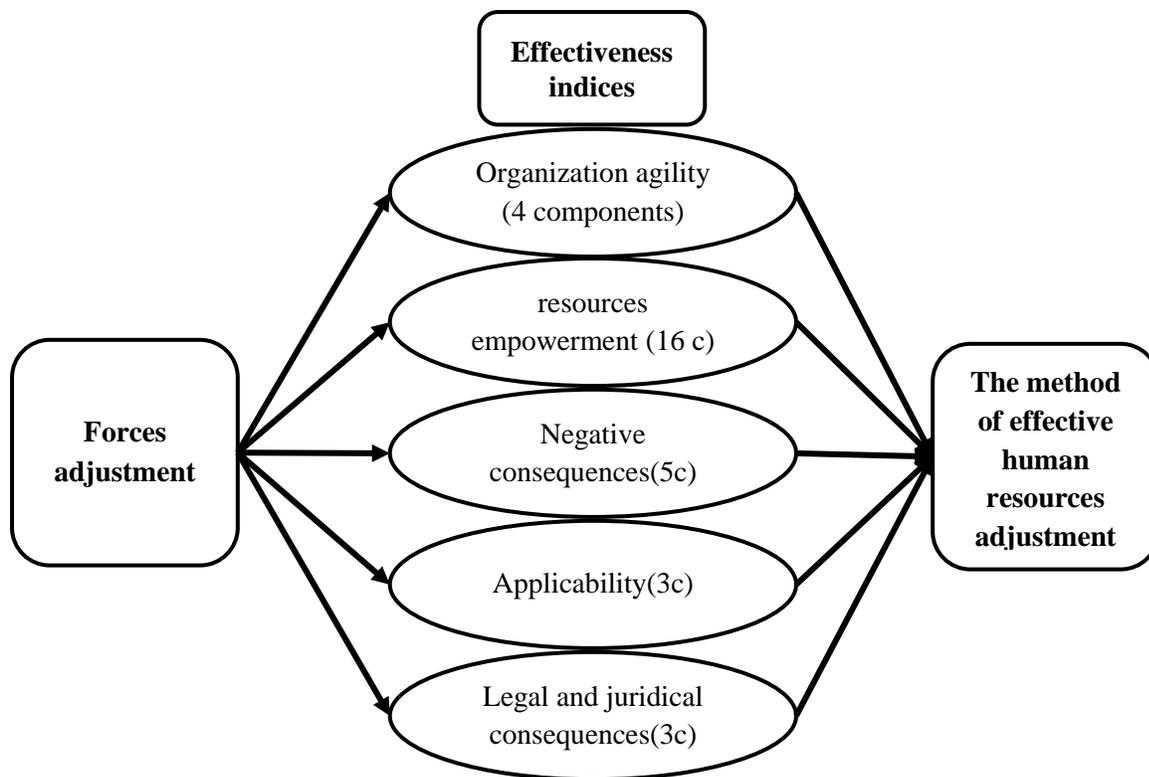


Figure (1) -The Initial conceptual model of research

Methodology

The present study is descriptive and employed a survey and a questionnaire. In this research, the initial conceptual framework was designed based on theoretical basis of research and interview with experts, and then, using qualitative and quantitative approach, and the statistical analysis of PLS-SEM and SPSS-20 software, the initial conceptual framework and its dimensions and indices were analyzed and after making the necessary changes, the conceptual model of the research was finalized.

In the first stage, the sample consisted of 35 experts and theorists from university professors and experience employee members of different departments of Azad University of Mazandaran province and the questionnaires of this stage were distributed separately among them. Therefore, all items of this research questionnaire, developed based on scientific valid questionnaires were analyzed using Confirmative Factor analysis and PLS-SEM software to determine their significance.

The statistical population in the final stage of the study included 1778 employees and 1606 faculty members in all branches of Azad University of Mazandaran in 2017 and the questionnaire was distributed among 313 employee members and 310 professors using non-probability sampling method and based on Morgan table and was analyzed using SPSS 20 software.

Discussion and Results

What is presented in this paper is the design of human resources adjustment model and the evaluation of its effectiveness indices and its appropriate methods in the Islamic Azad University of Mazandaran province. Many factors are effective in the effectiveness of a work force adjustment model. In the present study, among the factors suggested in the conceptual model, the researchers have identified five factors effective on work force adjustment including agility, human resource empowerment, consequences of power adjustment, capability of performance, and legal and juridical consequences. For each mentioned index, 31 components were considered according to their related theories.

The results of the first phase of the research to identify the most important indices and related components and applicable methods include 6 methods and 21 different components from the viewpoints of professors and university employees, which was the basis of the study in the second stage to determine the best practices.

Conclusion

The results of the final phase in this research, of the 22 components of the previous phase, a total of 13 components and three methods is remained which is used in the final model of the study.

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