

عنوان مقاله:

Management and Human Resources Development in Islamic Iran

محل انتشار:

ششمین کنفرانس بین المللی اقتصاد، مدیریت و علوم مهندسی (سال: 1394)

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نویسنده:

Ali Reza Kashani - *Researcher & the Corresponding author*

خلاصه مقاله:

This paper outlines some effective modern methods as well as a few others that have already been implemented in the world and could also relate to the Iranian and Islamic culture. To date, many papers have been presented on the development of human resources in Iran. However, there was less attention paid to the local and customized solutions based on the Iranian and Islamic culture. It is not necessary to reinvent the wheel, but one can always optimize the design of tires and other parts of it. Of course, any paper including this one could be made better, so all constructive criticisms and suggestions are quite welcomed. In this paper, issues such as: (a) technical and professional training, (b) work culture, and (c) the relationships between the government, management and labor have all received special attention. The researcher, as the chairman of the Joint Economy, Trade and Industry Committee (JETI Committee), together with other members of this Committee of Iran- Japan Friendship Association (IJFA), worked six years on this subject. Henceforth, this article is also the result of the six-year experience of the JETI Team. Successful export countries such as Japan and Germany pay special attention to a) mutual respect between management and labor, b) quality control, c) productivity, d) team work, e) discipline at work, f) after-sales services, and so on. So, in the work place culture part of this article, all six of the above mentioned subjects were studied. Also in this article, special attention was paid to the relationship between government, management and labor. The traditional relationship as well as modern relations between these three groups was shown in three different triangles and the optimal relation was chosen

کلمات کلیدی:

technical and vocational training, team work, team spirit, work culture, positive relations between government, management and labor, mutual respect at work place, Three Kashani Triangles (TKT), the Kashani Export (Development) (KED) Pyramid, Discipline, after sales services, quality, productivity, Foreign Direct Investment (FDI)

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