

Research Paper

Analysis of desirable indicators of a comprehensive education system dedicated jobs in the supervisory organization Using the mixed method

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Abstract

Introduction: The aim of this study was to investigate the indicators of the optimal status of the private job training system in the educational model of the supervisory organization.

research methodology: The research method used is descriptive and mixed in terms (a combination of qualitative and quantitative methods). The data collection tool is semi-structured in the qualitative part of the interview and 0.956 in the quantitative part of the researcher-made questionnaire with Cronbach's alpha. The statistical population in the qualitative part of professors and experts and in the quantitative part includes all people in the eleven specialized jobs of the supervisory organization with more than ten thousand people and qualitative sampling in a non-probabilistic and purposeful manner, is 33 people with whom Semi-structured interviews were conducted and in quantitative sampling using Morgan table, 369 people completed a questionnaire by cluster sampling in 16 provinces. For data analysis in the qualitative part of open, axial and selective coding and MAXQDA2018 software and for data analysis in the quantitative part, from SPSS22 and Smart PLS3 software and confirmatory factor analysis method, path analysis and structural equation modeling Used.

Findings: Six predictive categories in the desired situation include: organizational culture, development of learners' competence, human resource development policy, motivation of learners, intelligent design of the educational process and development of a comprehensive education system based on standards and models of educational excellence that have a significant correlation with each other

Conclusion: Based on the research findings, six categories have significant correlations and are in good condition.

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Extended Abstract

Introduction:

One of the main and vital tasks in any organization is training for employees because of its importance in increasing efficiency, effectiveness and having skilled and capable employees. Therefore, the dynamics of any organization can be related to the growth and excellence of human resources in the organization, and as a result, nurture and strengthen the ability of human resources by creating investment opportunities for human beings. Some also believe that the results of employee empowerment based on learning are factors such as succession, meritocracy, familiarity with upstream documents, organizational innovation, accountability and increased productivity (Demirchi & et, ۲۰۱۹). Research results also indicate that there is a strong relationship between staff training and the quality of services provided by employees (Lochan, ۲۰۱۵). To this end, some organizations, by investing in the training of their employees, as the largest asset, focus on big goals (Banhwa & et, ۲۰۱۴).

Context:

In recent years, the subject of studies of many researchers and experts, due to the importance of improving the organization and staff, has been dedicated to the educational management and educational planning of organizations.

Goal:

The aim of this study was to investigate the indicators of the optimal status of the private job training system in the educational model of the supervisory organization.

Method:

This research is mixed in terms of development goal and method; It is a combination of qualitative and quantitative methods, and in the qualitative part of the systematic (regular) method, which is one of the methods of conducting research by the method of theory arising from the data of Strauss and Corbin in 1990, which uses open coding, axial coding and selective coding. The data collection tool was semi-structured in the qualitative method of interview and a researcher-made questionnaire in the quantitative method with a reliability of 0.95. In qualitative sampling, the theoretical purposeful method was used. The statistical population is professors and experts of specific occupations of the supervisory organization and the sample size is 33 people. In a small part of

the statistical population of the study, all employees working in specific jobs of the regulatory organization with more than 10,000 people. By cluster sampling in 16 provinces and based on Morgan table, 370 people were determined for the sample size. Finally, 369 questionnaires were used. In qualitative analysis, first the semantic concepts obtained from the interview after review and typing were entered into Max Kiuda software and three coding steps were implemented on them, respectively. To analyze the data in quantitative part, after completing and collecting questionnaires to analyze the data from statistical tests including: descriptive statistics such as dispersion and central indices along with graphs corresponding to frequency distribution tables and cumulative frequency in the inferential statistics section for inferential statistics. Hypotheses and obtaining the necessary values for statistical analysis First, the test of skewness and deviation was used to check the normality of the variables and path analysis and confirmatory factor analysis through partial least squares were used. Also, in a small part, SPSS and Smart LS software have been used.

Findings:

In the study, the desirable indicators of the comprehensive system of training specific jobs of the supervisory organization include the categories: intelligent design of training process, organizational culture and development of learners' competence in terms of code replication and generality and learning codes are ranked first, second and third, respectively. Other include: human resource development policy, motivating learners and developing a comprehensive education system based on standards and models of educational excellence.

Results:

To determine the optimal status of the comprehensive education system in the specific occupations of the regulatory organization: ۳۱ questions were collected and their scores were divided into five categories: very good, good, average, poor and very poor. The results of the study show a significant correlation between the ۵ categories and their placement in good condition. Among the two categories, the development of a comprehensive education system based on the standards and models of educational excellence and organizational culture are in a very good situation.