Designing Islamic Iranian Model of Development Human Resources in Line with the General Policies of Iranian Administrative System

Ishmael Kamali Rad, Nasser Mirsepasi, Reza Najaf Bagy and Mohammad Ali Afshar Kazemi

ABSTRACT
This article has been to explore the phenomenon of human resource development in the public sector and development of human resources in the public sector in the design of Iranian policies communicated the overall administration of the Supreme Leader. At the beginning of the general policies of the administrative and policy matters expressed in this research is then to design an Islamic Iranian human resource development, qualitative research, the first stage of systematic theory of the foundation and with the confidence analysis of in-depth interviews with 12 experts, professionals, experts, imams and agents supreme authorities were selected during three phase encoding again, axial and coding optionally. Identify and describe the 6 main categories and 31 subcategories, development of human resources were discovered and qualitative data in the form of propositions or statements cause a verdict and a model of the relationships were determined. The overall pattern of study is designed to include infrastructure variables and Islamic values, the environment, the development of Islamic Iran, align and output of human resources.

INTRODUCTION

In today's world, nations wealth of natural resources, physical and human resources considered, such as the
The role of human resources in the exporting country's oil wealth, 63 (36%) and in 100 developing countries and
56 percent in 29 high-income countries and 67% is reported as the most important asset of strategic human
resources in any organization, strategic management of the strategic resource for this are not only unjustifyable;
it's intended it is necessary [1], which gives priority to human resource development needs and designing a
framework for it. Since the end of 1960 has been paid to the issue of human resource development has been the
subject of definitions, explanations and multiple challenges. Term development of the De opposition, meaning
the mismatch situation and Envelop framework, structure, protective coating is formed. When these two
components in a composite structure, we use the concept of leaving an undesirable situation and the desired
situation is clear and well-recognized. Basically, when things go the better we will consider development [2]
among the various factors that led to the development of human resources and training are two categories of
human planning and human resource development among key levers. According to Robert Blake field of
developing human resources challenge and problem definitions and boundaries that we can put in a specific
format. It is so big and broad and comprehensive of all external factors seem larger Although in recent years with
the rise of human resources in different sectors, regions and provinces, development of human resources in the
public sector and benefit from the possibilities that are able to growth and development of talents provide
attention with increasing findings In this way the result is relatively good deal, but always achieving the human
resource development and design of a model that can be run with the general policies of the public sector has
been one of the important concerns of senior managers. In line with the general policies of the administrative and
operational leader communicated them to investigate and analyze the contexts and issues and deficiencies of

Corresponding Author: Ishmael Kamali Rad, PhD student in Human Resources Management of Islamic Azad University, Science and Research Branch, Tehran-Iran.
existing policies and holes communicated with the status quo is necessary. To do this would be to have a framework and a model based on the human resources necessary to develop properly and needs to be accurate, for this reason, in this study effort has been made model of which the factors affecting the development in line with the general policies of Administrative System of Human Resources.

2- Subject and Problem Statement:
Because the administrative system, administrative system is the main component of the overall implementation of the policy, such a system would have been worthy of his first administration's competence is reflected in the discussion of human resources in the areas where you need the manpower in developed state so that the piston arm of the administrative and operational policies for the administration took advantage of it. The findings of the pilot study is research that suggests that the current system is the development of human resources in the context of the overall policy administration system. Administrative system, there is criticism that the emphasis should be on how to apply the policy. According to the provisions of paragraph 11 of the 26 administrative districts of the general policies of the leadership communicated directly refers to the development of human resources and the resource question is:

Iranian model of progress in the development of human resources in the public sector is composed of the elements Vajjazy? This component is to what extent the experts and scholars? This model is how the reliability and validity of the status quo?

Evidence exists [3, 4 and 5] which indicates hypothyroidism, lack of transparency in the public sector, low efficiency, productivity, efficiency and effectiveness, low customer satisfaction, employee alienation of labor, corruption in office (in the form of bribes, embezzlement, theft, favoritism, the use of public resources for private purposes, etc.), low job satisfaction of employees multilateral organizations, administrative offices, shirk their responsibility of decision making, lack of experience and skills in administration low status of personnel administration, loss of legitimacy and acceptance, chaos in, slow work, lack of meritocracy, the popularity of flattery, sycophancy and hypocrisy, lack of public servants, power management thinking (often against directors more docile and less inflexible in the face of personnel decisions are correct or incorrect to measure the amount of power behind it.) large volume administration, the conflict between the goals and objectives of individual employees. Also available are models of human resource development in line with the general policies of the administration? However, this section shall not be judgmental, but it must be admitted that if the system is in line with the general policies of the administration, these policies need to be communicated by the highest authority in the state and Emphasis on the operational leader initiated by the three branches are: " In the name of God - Dear readers of this policy (Heads of the three branches, Armed Forces Authorities, non-governmental organizations) Required to determine the timing of its operations to prepare and Its development report at certain intervals - Seyed Ali Khamenei "

3- An exploration of the provisions of the general policies of the Office of Human Resources Management:
The administrative system of each country must be acknowledged as the regulator of all activities to achieve the objectives set while creating harmony between the various parts, suitable for solving the problems of the people and the good of public affairs. General policies, A term that is part of the policy And the Policy reform in the country's administrative system General policies of the head office is notified that the general policies of the heads of the three branches of the civil service, the head of the Expediency Council and the head part, Regulatory policies that On Each of the executive powers and devices. Accordingly, any of the powers and the system has its own public policy. For example, the legislature has its own legislative policy, the judiciary has implemented a policy that's all Char Wood policies drawn. The general policy is that ratification by a set of rules, plans and decisions are carried out. So, we have to implement policies, with a set of rules, Regulations, decisions we face even sectorial policies, such as policy enforcement, policy, legislative and judicial policies (Zarei, 2001, 396). The evolution of the general policies of the government administration office notified by the supreme leader of the general policies of the administration of the heads of three branches, the head of the Expediency Council and the Chief of Staff of the Armed Forces have been notified, as follows:

1. Institutionalization of organizational culture based on Islamic values and human dignity and respect for human and social capital.
2. Justice in recruiting, promoting continuity of service and human resources.
3. Improvement of human resources selection criteria and updating procedures for the recruitment of strong, committed and competent and avoid biased and narrow-mindedness, and attitudes Hobbyists.
4. The integration of knowledge and meritocracy based on Islamic ethics in the installation and management improvement.
5. The development of spiritual growth and improvement of human resources and the promotion of knowledge, expertise and skills they have.
6. Justice and compensation system, with an emphasis on performance, capabilities, and employment status and job characteristics and scrape with regard to economic and social conditions.
7. Preparation of the absorption and retention of skilled manpower in the less developed regions and disadvantaged areas.
8. Respect for the dignity and livelihood security retirees and pensioners and benefit from their views and experiences.
9. Given the strength of family and work-life balance in the administrative system.
10. Building agile, fit and logical organization of the administrative system in order to accomplish the vision.
11. Flexibility and decentralization and organizational approaches to increase the effectiveness, speed and quality of civil services.
12. Due to the effectiveness and efficiency of administrative processes and procedures in order to expedite and facilitate the provision of civil services.
13. Justice, transparency and currency regulation and expurgate laws and administrative regulations.
14. The orientation, Attunement, coordination and interaction effective administrative system in order to achieve the objectives of the cross section and prospects.
15. The development of electronic systems and providing administrative requirements to provide adequate public services.
16. The foundation of the administrative system by applying the principles of knowledge management and information integration, based on Islamic values.
17. Superior service, and quality to a new level of satisfaction and trust.
18. Transparency and awareness of the rights and obligations between the public and the regulated public administration with an emphasis on easy access to the right information.
19. Preparation of the absorption and utilization of capacities in the public administration system.
20. Legalism, culture, administrative and social responsibility, accountability and honoring customers and citizens and avoidance of personal taste and all activities.
21. The institutionalization of consciousness, social discipline, self-control culture, integrity, economy, simple living and protect public funds.
22. Regulate relations office on security, psychological, social, economic, health, cultural and welfare of the public.
23. The people's rights and redress the natural and legal persons by the negligence or fault of the decisions and actions contrary to law and administrative system.
24. Growth-promoting civil and moral values through the process of legal, administrative, cultural facilities, and employing an effective system to prevent and deal with irregularities.
25. Effective implementation and coordination structures and practices of supervision and control in administrative systems and information integration.
26. Protection of the culture and spirit of innovation and continuous improvement to the dynamics of the administrative system.

Looking at the macro policies issued administrative leader, noted that the policy of inclusiveness and extraordinary significance is, in fact, for the first time since the Islamic Revolution in general and administrative system of the country is on the move productive and targeted administrative systems, policies and strategic administrative system of higher The country office, drawing and Core Values axis value has been expressed in a logical order. These policies are in place, a special emphasis on human resources as a source of divine and true wealth of the country, there are, in fact, human resources policies is the main axis. Given the comprehensiveness of policies, see that all aspects of human resource management a rational bureaucracy with all the Its structure including the recruitment, compensation and training system and the maintenance and development of human resources and organizational structure, organizational culture, technological issues (such as bureaucracy e), the interest Administrative efficiency and quality of health and to pay attention to the dignity of pensioners and Islamic principles of justice, according to the strength of family, people and customer satisfaction, and ultimately social consciousness and discipline innovation and continuous improvement in all aspects of office, all of these policies were highlighted.

Between 26 policy clause notification under the provisions listed as expanding its activities were investigated and action (paragraph 11)
1. Institutionalization of organizational culture based on Islamic values and human dignity and respect for human and social capital.
2. Justice in recruiting, promoting continuity of service and human resources.
3. Improvement of human resources selection criteria and updating procedures for the recruitment of strong, committed and competent and avoid narrow-mindedness, and attitudes biased and unprofessional.
4. The integration of knowledge and meritocracy based on Islamic ethics in the installation and management improvement.
5. The development of spiritual growth and improvement of human resources and the promotion of knowledge, expertise and skills they have.
6. Justice and compensation system, with an emphasis on performance, capabilities, and employment status and job characteristics, and scrape with regard to economic and social conditions.

7. Preparation of the absorption and retention of skilled manpower in the less developed regions and disadvantaged areas.

8. Respect for the dignity and livelihood security retirees and pensioners and benefit from their views and experiences.

9. Given the strength of family and work-life balance in the administrative system.

10. Legalism, culture, administrative and social responsibility, accountability and honoring customers and citizens and avoidance of personal taste and all activities.

20. The institutionalization of consciousness, social discipline, self-control culture, integrity, economy, simple living and protect public funds.

As noted above paragraphs substantial part of the field of human resource management are included. Committee to explain the policy to pay the penalty and issue a policy on mining and future action on their end.

4- Research Methodology:

4-1 Analysis of qualitative data:

Qualitative research methods that are included in the study appear in their natural form to be used, and the researcher has already determined the hypothesis of the study is the. In this research, the researcher aimed to evaluate the quality rather than the quantity of the phenomenon under study. Word of what, how, when, where, how, how much, etc. are concerned. Therefore, qualitative research focused on the meanings, concepts, definitions, symbols, metaphors, description and characteristics of objects and subjects of study. All qualitative research involves the use of content analysis respectively. The content analysis of information in response to any question to be determined. These units can be words, phrases, or concepts. The units in different categories according to their content, based on the theory of "the clear, understandable and orderly" are classified and coded. Sometimes after coding is required which renders the researchers agreed. The method for measuring the frequency of words and phrases, as well as summary information in a consistent format is used. Since the analysis of the interview content analysis model should be used, so it is better to use Grounded Theory conventional coding techniques. Since we formed the basis of grounded theory analysis of the interviews were coded according to three methods: open, axial and selective done. Encoded in the free basic concepts obtained in the cited work, the coding of these concepts are broken into small pieces as possible and will be described in more general and abstract level and selective coding concepts presented to demonstrate the basic principles of work. In the end, we see that the proposition is a model to describe the Iranian model of human resource development in the public sector in line with the general policies of the administration issued Leader . It narrates the story of how the adoption of human resource development in the public sector, sub-systems and components and their relationship with other internal and external systems. Figure 1 shows the path of evolution theory grounded theory method.

![Fig. 1: Course of evolution theory in grounded theory method](image)

4-2 Coding:

In analyzing the data that have been collected in the process of grounded theory coding is used. "Coding operating indicates where data are lacking, conception, and then re-connect to each other in new ways. During the encoding process, data analysis and conceptualization and finally placed together to form a new [6] Anselm Strauss and Juliet Corbin coding process into three stages: open coding, axial coding & selective coding, have split. These stages are not necessarily distinct from each other and are complementary in the research process. However, it can be expressed in a general view that the analytic process of open coding started, and ideally will end the selective coding. Achieve selective coding theory for all the research done in this manner are not necessary and may be used in the presentation of concepts and analysis are completed (Perez et al., 2006) and this is what The study was implemented. However, it is important to note that during this three-step process, the process of further analysis of the experimental data and the level of abstraction nears.

4-3 Free coding and understanding of concepts:

As mentioned in the open coding, the basic concepts acquired during the interview in order to provide an overview of research to readers. «Coding open part of the analysis that Deals To specify the name and category Data from the peer review rating process. Without this vital first step of analysis, the analysis and communication that seeks to If it does not come [7] The 3 basic steps will be: first, to provide quality data; secondly, extracting
concepts of quality data, and the third phase, the extraction of concepts related issues. To extract data from the interviews, there are two methods. Reason analysis and analysis of key points, suggest that the coding is done by analyzing wisdom. In this type of analysis, the data are analyzed verbatim and coded meanings found in the word or group of words. This method, there are two objections: first, it is very time consuming and the second is that sometimes causes confusion. In addition, sometimes the data is divided into words is to revile of breath and analysis about what there must be sought in the context of a doubt [4] Another method developed by have been proposed, coding key points. In this way, instead of coding, every word, the key points are identified and coding. The key points of this paper coding method is used. The key points of analysis were used to analyze the interviews. The following tables show how the open coding:

4.4 Discovering categories:
The main activity is done in two stages. First, the basic concepts of coding, these concepts are extracted, we then classified based on similar topics that relate to the issue of building work to be said. Titles in this category may be allocated to more abstract concepts that constitute the set of categories. The items are very powerful concept because they can gather around their concepts. The categories are selected by a researcher (with an overview of the literature) has been selected and we have tried to show the most relevant and consistent with the data they have. The following table shows the categories extracted from the code.

| Table 1: Concepts and open code subdivisions of each concept |
|-----------------|-----------------|
| Open code       | Concepts        |
| 6               | Moral progress  |
| 6               | That progress   |
| 17              | Personal develop |
| 62              | Organizational development |
| 52              | Supplying absorption plot |
| 52              | Training and development |
| 21              | The use and application |
| 7               | Maintenance and protection policies |
| 53              | Political Environment |
| 78              | Cultural environment |
| 20              | Economic environment |
| 12              | Align individual behavior |
| 2               | Align individual attitudes |
| 7               | Thought to align individual |
| 4               | The fair |
| 5               | Human Resources and ethical |
| 92              | Human resource productivity |
| 72              | Instrumental values |
| 48              | Ultimate values |

After extracting the concepts, concepts based on the nature and degree of similarity to the more general category divided. The following table shows the method of converting concepts into categories:

| Table 2: Categories extracted of research concepts |
|-----------------|-----------------|
| Category        | concept         |
| Iranian Islamic development of human resources | Moral progress |
|                  | Believe progress |
|                  | Personal develop |
|                  | Organizational development |
| General policies of the administration (11-fold) (Infrastructure) | Attracting and securing and adjustment |
|                  | Training and development |
|                  | Handling and Application |
|                  | Maintenance and protection |
| Environment      | Political Environment |
|                  | Cultural environment |
|                  | Economic environment |
| Islamic values   | Instrumental values |
|                  | Ultimate values |
| Attunement       | Convergence behavior |
|                  | Consistent attitude |
|                  | Thought to align |
| HR output        | The fair |
|                  | Human resource productivity |
|                  | Human resources and ethical |
4-5 Axial coding:

Next, coding and axial coding is the second level. This step involves determining the patterns in the data and the categories and for that classification is the constant comparison. Researcher, data coding and concepts extracted in previous step and compared with the clusters and the components that fit together in the team. To this end each of his first-level codes and concepts are compared with other codes to ensure that classes are distinct [8] At the same time new data is compared with the data to be found among them focus [4] at this stage and put together new data to examine the relationship between categories. During the data to be classified according to the nature of the classes and the relationships between them are in the axial coding, data on patterns and trends in the data detected to be classified. This way, the logical connection between classes and sub-classes. The important characteristic of this stage is to identify the key differences and the underlying phenomenon and that it is distinguishable from each other. An analysis of the phenomenon in the context of culture, the environment and the implications of its results reveal the phenomenon. Concurrent with the development stage axial coding and identification of patterns and trends in data, making assumptions that are part of the data against another group of data [9] In axial coding, concepts and categories that have been experienced in coding the new compounds bind to each other. At this stage, it is clear how a single issue with other issues related to the conditions, contexts, strategies, actions and results carefully searched consequences [10] For axial coding, there are several methods that can be used to model paradigm Ashtrays and a process model pointed out. In this study, we used a model paradigm. This model theorist theory helps to ease the process. The communication process of axial coding based on an extension of the categories [4] Axial coding elements are central issues, causal conditions, context or the prevailing context, intervening conditions, strategies and interactions and outcomes. Other issues associated with the central concept of paradigm as a model to the chart below.

Fig. 2: Paradigm model in axial coding

Based on the concepts from the previous stage, at this stage of the investigation and review process and the sweep of the concepts and categories, the relationship between concepts and categories in the study of the expressed in six categories, the model,

1-5-4 Axial category:

The central idea of the issue or phenomenon and the process by which all other categories to which they relate. The same concept conceptual tag or title is to be considered in the design. Due to the development of human resources in the public sector, the issue of Iranian human resource development as a key issue was the interpretation of the concept of human resource development work ethic, personal development, human resources, human resources development and progress of the organization inductive belief is.
Fig. 3: Axial categories and related concepts

2.5.4 Causal conditions:
Causal conditions or what is sometimes called the front of the data often words like "if", "while", "of", "the" and "of" are expressed. Even when there are no such signs, often organized according to topic and look at the data and review events, incidents or events that preceded the time of the phenomenon, to be found causal conditions [11] This condition leads to the development of the phenomenon or category axis. The concepts are extracted, and adjust policies to attract and supplies, training and development, application and implementation of policies and politics of preserving a portion of each of these general policies with retractable cover and the more abstract notion of politics the general form of the administrative system.

Fig. 4: Reason terms

4.5.3 Field or ruling migration:
Field or ruling migration of the series of conditions that govern the interactions and strategies to manage, monitor and respond to phenomena take place. This condition affects the actions and interactions of causal conditions are difficult to clean. This situation is a set of concepts, categories or factors such as form. In this study, the underlying environment or context of the prevailing practice. The operating concept of the political environment, environment Cultural and economic environment has been established.

Fig. 5: Field or ruling migration

4.5.4 Intervening conditions:
Structural conditions in the wider context of more impact on the strategies and interactions. Intervention condition or limitation of certain guidelines in order to facilitate the work. These factors influencing innovation
as a factor other acts. In this study, the concept of facilitating and innovation as an impediment to the intervention condition if they have been considered. The factor of the support of senior management, leadership, structure, personnel development value constraints, power constraints, barriers, psychological and practical obstacles arises.

Fig. 6: Intervening conditions

4.5-5 Strategies, action / interaction:
Radical theory, theory of the orientation of the action / interaction. What is the study of individual, group or collective, action / interaction in the flow, which aims to manage, deal with, to accomplish, and sensitive to the effect of, or in certain circumstances, such Who understand Are.

Action / interaction has special characteristics: First, changing the process used that is going to evolve and transform over time. Second, action / interaction occurs due to the intention and purpose, so using tactics and strategies to be implemented [12] The study of human resource development or progression of the Iranian Islamic Attunement human resources that includes the Attunement of individual behavior, attitude Attunement and Attunement of individual thought / organization. Response categories, forms-based infrastructure and human resources policies.

Fig. 7: Strategies

4.5-6 Outcomes and results:

Actions and reactions in order to handle or deal with the consequences of the phenomenon occurs. Outcomes are not predictable and are not necessarily the ones that people are going to have them. A series of consequences, may become part of the action on the series / sequence interactions affect each other, or they may be part of the sequence is followed by other events to continue. So what might be the outcome of a one-time action / interaction is part of the conditions and factors may at times become longer. In this Human Resources concepts developed in this study, the performance of the work and the productivity of human resources equitably based on certain criteria and moralists efficient HR concepts that make up the issue of human resource development.

Fig. 8: Outcomes
After presenting the 4 categories of causal categories, central, underlying, intervening conditions, strategies and outcomes, the connection schematic diagram showing the different categories.

**Fig. 1:** Paradigm model in axial coding

4-6 Open coding and determine the main research model:
Research model system (systematic) with looking in Development (Education) human resources in the public sector with a focus on policies issued 11 administrative districts of the leader has been developed. (Figure 4-10)

**Fig. 1:** Iranian Islamic pattern development with a focus on general policies of the Office of Human Resources

To describe the full extent of the model we follow in five parts.

Part I: First, this study is looking for? Find us on the subject? Then the clear definition and operation and then how to achieve the goal, namely to what and how they Bprdazym.kh how to attract, how we use? How to teach and how to maintain it?

As mentioned, the main objective of this research seeks to develop the Islamic model of development (training) human resources in the public sector, with an emphasis on general policies of the Supreme Leader’s office is notified. So first, let's operational definition of this pattern:
What is the definition and concept development pattern of Iran: the pattern definition to the concept of the main concerns of this study are Went. After numerous interviews and discussions at meetings of interest Benefit from the views of the elite universities and seminars, particularly in respect of the dissertation advisor, this definition was agreed: "pattern, which has a comprehensive map of the target motion, movement and behavior of ways to fulfill finding suggests that the evolutionary change System."

In the Here are a few points that deserve attention. First, the purpose of the "Islamization" of the development model and the meaning of "Iranian" What is it? In other words, when it is said "The pattern of development of Iran," Iranian Islamic and what relationship there? Priority and what is Iran? Our brief answer to this question is that the "Islamization" of principle seems to be "ideal" to the "Iranian" mainly due to the "reality Total ", Islamic "development model, it is the principles of Islamic and Quranic qualified. Being a Muslim, we develop a model of "Islam" and "acts of unlawful» Bound to Increments. With the principles of Islam as "a rejection of colonial exploitation and other human beings" and "insist on justice" and "capricious denial of a woman at an emphasis on strengthening the foundations of the family" and many other things of the world today in need of hard to address.

But what do we mean by "Iranian" development model is a model developed by ideals Islamic principles and should "Iranian", since the "Iran" within the "development and the contents and containers, should be PCRs. This explanation is that Iran is a country with a long history and rich culture and diverse, with a vast territory and diverse natural resources, the political situation Critical geography in the world, with a population of young, talented and kind people Love and betrayal Loving and devoted, with different tribes and petty Culture Variety of climate and environment that have just tried to keep it healthy. These and many other things that belong to Iran and all the things that have characterized the pattern of development in addition to all the Muslim nations of which belongs to the attention of place. We have the advantage of being Iranian development model Bottlenecks and threats and opportunities, and will consider and take into account the time factor and the situation today.

But our operational definition of the constitution of the Islamic Republic of Iran as follows:

The second principle - the Islamic Republic, a system based on belief in:
1. God (Laalh Alaallh) and dedicated to his rule and legislation and the necessity of submission to His commands.
2. Divine revelation and its fundamental role in the regulation of expression.
3. Resurrection and constructive role in the evolution of man towards God.
4. The justice of God in creation and legislation.
5. Spiritual and continuous leadership and its fundamental role in the continuation of the Islamic Revolution.
6. Dignity and value of man and his freedom with responsibilities before God that way:
   A - constant jurisprudence scholars comprehensive basis infallible Scripture and tradition.
   B - The use of advanced science and technology and human expertise and effort in promoting them.
   C - Rejection of any tyranny and oppression and domination and submissiveness, justice and political independence and economic, social, cultural and national solidarity provides

Part II: To achieve this pattern, the Islamic model of human resource development in the public sector what tools are needed? What you should do is to accept the Iranian Islamic Human Resource Management? In other words, what inputs and G. What is not? Human resources are the conditions? Rules and Legislation to set up an appropriate environment to develop human resources in the public sector The Iranian Islamic done? Mainly because of the centrality of human resource development in this thesis is the general policies of the Office of the Supreme Leader issued, Therefore, the input pattern and Tools required 11 Paragraph Of the 26 Paragraph general policies of the administration that the qualitative interviews in the study of elites and Experts were taken, policies In four areas of human resource management was divided as follows.

In absorption, Article 2 Justice in recruiting, promoting continuity of service and human resources. Article 3-improved and updated criteria, selection methods for the recruitment of human resources capable, committed and competent and avoid biased and narrow-mindedness, and attitudes amateur paragraph Article 4 - orientation and meritocracy-based Islamic morality in the installation and Site Promotion. To achieve this worthy or deserving of the Iranian Islamic values based switching is desired. Appropriate means of recruiting qualified managers. Or due to the need to create a competitive environment for the activities. To state that the space required managers of public and private sectors and universities attract. And to be fair, transparent and effective measures to attract competent managers develop.

This requires a set of criteria and indicators and criteria in this paper, the fourth constitution - all the rules and regulations of civil, criminal, financial, economic, administrative, cultural, military, political, and other must be based on Islamic criteria. This principle applies generally to all principles of the constitution and other laws and regulations governing filed XII - The official religion of Iran is Islam and religion Ja'afari and the principle of non-looking to Alabd Shiite capacity, eloquent, Bailment, Islamic values, Commitment, Piety, The debates and maturity value Shia Islam lies.
Field of education and Development, Paragraph 5 Spiritual growth and development of human resources and improve the level of knowledge, expertise and skills they have. To achieve this objective merit-based animal husbandry the Iranian Islamic values meritocracy system must provide actual and potential management training through the short- and long-term tests, and the far higher awareness drive capability. Which is parallel to the substrate acceptance of these responsibilities the heavier and perform tasks that will work. This requires a set of criteria and the indicators and benchmarks are: Training and values seminary, Cultural training, common training staff....

Areas of application, paragraph 20 Legalism, culture, administrative and social responsibility, accountability and honoring customers and citizens and avoiding collision and personal taste in all activities. Section 21 Institutionalization of consciousness, social discipline, self-control culture, integrity, economy, simple living and protect public funds. To achieve this objective, merit-based labor Iranian Islamic values is considered worthy of labor at this stage of the process of meritocracy putting in place the necessary competence in its place there is a cultural background. The lack of group interests and thoughts and beliefs, cultural background causes abnormal value will be. Each Imprudent action, the risk of failure associated with the process of appointing competent. That's why it's necessary for the proper protection of the laws established labor. This requires a set of criteria and Indicators including: effort, sacrifice and........

Maintenance and protection areas, Article 1-institutionalization of organizational culture based on Islamic values and human dignity and respect for human and social capital. Section 6 - Justice and compensation system, with an emphasis on performance, capabilities, and employment status and job characteristics and scrape with regard to economic and social conditions. Section 7- attract and retain qualified personnel in the areas of less developed regions and disadvantaged areas. Section 8 Respect for the dignity and livelihood security retirees and pensioners and benefit from their views and experiences. Section 9 given the strength of family and work-life balance in the administrative system. To achieve this goal, you deserve based Iranian Islamic values is desired to maintain proper control of their Recruitment the more important of. Aim to arrangements provided with the necessary transparency and fairness and equality with the departure of directors raised the funds to other organizations and Or other countries prevented. This requires a set of criteria and Indicators and This criterion. Human dignity, at the equator, balances the time, the balance of commitment and consolidated payment....

Section III processing model:
What is important here is how to model the processing sector, the scope of the four areas of human resources, human resources development act of creation. In this part of the work on the Iranian model required in the four sections referred

1. The recruitment, procurement and human resources adjustment:
Absorption capacity
There is no desire for gender updated job description on Islamic values
Avoid imposing additional criteria in the evaluation of individual features
Control essential job requirements
Protection against discrimination on gender, racial stereotypes and attitudes
Ensure that the selection criteria for the education of minorities, ethnic groups and women is not discriminatory
In the Interviews partial loss of interest
Training is provided to all those who pass the selection interview
Ensure that only trained interviewers to conduct initial interviews
Avoiding discriminatory questions.
Without exception (not wanting to relatives)
Maintain, Courage, self-sacrifice and......
Create job opportunities for the elite and developing top talent in all development programs and updates on elite recruitment
Developing and updating the comprehensive plan appointments in government agencies
Succession planning system

2. Education system and Training or as an overall improvement of human resources:
Given the importance of inclusive education and Ray and peers on Science and Technology for The work and the post office. Prophet (PBUH) says: "He who is without knowledge to practical" He was more than he will wreak reform.
Approach to training requirements: Jobs - Axis, Organization - Axis
Control of equal educational opportunities for men and women in development programs
Candidates applying new training programs
In terms of educational opportunities for women and minorities
Promotion and Education Religious and Regional
Establish and improve the development and implementation of staff training needs assessment plan for Higher Education and Research

Creation and continuation of training and apprenticeship training in formal, informal and practical Assessing and improving professional competence available manpower.

Design and updating of public sector performance management system of quality assurance system for monitoring, evaluation, improvement and increased productivity

Knowledge, skills and expertise, competence and spiritual growth

3. Preservation system of human resources:

Pay for Performance
- Clear, unambiguous, clear, understandable, challenging
- Measurable in terms of quality, quantity, time and money
- Challenging, talented and committed individuals
- Employee goals with organizational goals also include Adequacy of remuneration to the employee
- Transparency and ease of payment
- Fairness of the law
- Regarding the competence of the
- According to the principle of stability
- According to the principle of prohibition of discrimination
- Due to health and safety rules
- According to the principle of representation
- According to the principle of
- A pre-agreed period of time.

Experts tend to absorb the increase in the less developed regions and disadvantaged

Increasing the survival rate of human resources specializing in these areas

Improving living standards and to pensioners

Retirement satisfaction

Employment of retirees
- Experiences pension
- Documenting experiences pension
- There is a proper social security system
- Maintain the purchasing power of retirees and pensioners
- Despite the experience of the public transport system
- Use of consultants and advisory posts

Balance between work and life
Balance the amount of time spent for equal work and life roles
The balance of the obligation, regardless of equity of psychological involvement in the work and life
Balance of satisfaction: the satisfaction levels of work and life
Create a mechanism for increasing participation in decision-making and management of the country's elite and top talent develop and update a comprehensive system offers the public sector

Code of ethics and disciplinary system design and administration

4. Application and the use of human resources system:

To achieve this goal, you deserve based on the Iranian Islamic values is more important to attract righteous let you keep them. Should be provided with the necessary arrangements with the transparency and fairness and equality of managers grew out of the capital to other organizations or other countries avoided. This requires a set of criteria and indicators and the benchmarks. Human dignity,

Based; the moderation in life, often after the previous step

Maximum maturity; the physical strength to strength and strength had reached age

The Model of Human Resource Development (Education) has been uniformity. Attunement what is Attunement? Initiation and rehabilitation process and the process that an energetic connection with a particular energy source for the creation of their own. Attunement is a process by which people gain access to the divine spiritual energy. In this model, the following strategic attunement, strategic attunement what you are talking about strategic attunement, terms like balance and coordination, integration, Alliance and composition, integration and adaptation of the terms are used interchangeably with attunement.

According to “Luftman” attunement between IT and business strategy on the use of information technology, competent and timely manner and in harmony with the strategies, goals and business needs of the organization.
Moreover, the extent to which the strategic attunement, IT strategy, business strategy support and are supported by business strategy[13]

An operational definition of this section, the Attunement of the behavior, attitudes and opinions expressed in this research indicators for uniformity in behavior of individual creativity and initiative, quality of work, quantity of work, responsibility, sense of cooperation, the show features personal change work habits, tend to extraordinary efforts, tended to stay strong and moral being. Uniformity in measures of attitude, loyalty, improve attitude, attitude to their own culture and interest in the system. And indicators outlined in the uniformity of thought, consultation with the participation of specialists and is new.

Basically Competence in the field of human resources Section covers: A part of the culture, Character Personal beliefs and the second part of the expertise and Scientific capabilities at the desired requirements.

Section IV model of intervention; in this model, the environment is considered as a background or context prevailing in the operating concept of the political environment, the culture and environment to be the economic. Indicators of democratic political environment, business rules and the sovereignty of the people, the culture, lifestyles, ways of interaction, is looking for work and willing to learn, progress and economic environment in view of the Livelihoods, one solvent, the importance of the issues Economic described. Use capital and the country is huge and great progress in the Islamic model should be addressed and the general pattern of progress on the capacity of the affect.

The capacity of human resources, its strategic location, climate, diverse, God-given gifts and underground natural resources such as gas, oil, mining and natural resource base, including water, soil, forests and grasslands, biodiversity, sun, wind, desert, cultural heritage, historic civil and Iran, backed by good faith and religious divides.

Part V: The consequences of the model: Action / Reaction consequences. Implications of a range of behavior may become part of the situation. However, if this model is the entry point what has been the result of processing and output. Features of Human Resource Development (tanning) will be found?

Although large differences in the relationship between human resource management scholars and theorists, there is mention but a few features,

The outcome of this research, human resources and ethical values based on Islamic values and personal development of human resources based on the Islamic faith development of human resources, organizational development based on Islamic values, Iran and the Iranian Islamic values

Since the Iranian model of human resource development, philosophy of this study, factors such as growth and personal development, faith development, moral development of staff and organizational development is desired.

In this study, the proposed indicators for moral progress, synergistic vision, self-sacrifice, dedication and respect for Islamic values and the values of the society and the integrity and confidentiality is desired. The skill (peace) desire to seminary training, savings and simple life, personal development and self-discipline as indicators supposed to make unlawful acts and left the faith and spirit of justice as indicators of progress raised for innovative human resources The desire to explore the details of verification activities, its Assessment, popularity, wanting to know how to work with others to implement strategies for better understanding and willingness to perform alternative service. Human Resources productivity indicators have been proposed for identifying the resources to carry out activities in accordance with Islamic values, the objectives with regard to politics. Raised ethical standards for human resources, values-based business opportunity for sacrifice, service level compliance and ethics in the context of the continuous use of all resources and facilities.

4-2 analysis of quantitative data

In this study, according to the conceptual model of research, five hypotheses were examined. Data analysis revealed four dimensions of decent human resource management and application deployment (qualified labor), maintenance and protection (let you), absorption (good decision) and improvement (good husbandry) manpower impact factor 0.93 is positive on the Iranian model of development. Note that the Iranian model of development itself has four personal development, faith development, organizational development and the moral development. The findings of this study, the effects of positive values (with impact factor 0.43) are positive and significant relationship of human resources and organizational Attunement macro environment (with an impact factor of 0.45) on the Attunement of corporate human resources. The findings are significant and positive relationship Iranian pattern of development (impact factor 1.313) on the Attunement of corporate human resources. This finding indicates that the Iranian model of development based on consistent attitudes and behavior consistent Attunement affects a person's thought. Another hypothesis is examined in this study, a significantly positive effect on the performance of HR organizational Attunement with the hypothesis that the impact factor of 0.589 was approved. Innovative HR function includes three aspects: human resources, human resources and human resource productivity is ethical. Also this model was determined after analyzing the macro environment and human resource management pleasant and there is a significant positive relationship. This means that the variable has a positive and reciprocal effects on each other.
5- Discussion and Conclusions:

The research effort is a model for human resource development in line with the general policies of the Islamic Iranian model designed and developed administrative system. In order to design a conceptual model and identify the factors, from interviews with experts were used. This research is qualitative analysis based on interviews with three methods: open coding, axial and selective done. The coding open to concepts derived in the process mentioned, the axial coding concepts into small pieces break off and to be as described and in the coding of these concepts at a more general and more abstract delivers up the basic principles of the work to be displayed. The model is designed to describe the Iranian model of human resource development in the public sector in line with the general policies of the Office of the Supreme Leader is issued. Variables that have been identified in this study are (1) the development of human resources that the four dimensions of the Iranian Islamic (moral development, faith development, personal development and organizational development) has been formed. Another variable that the variable has been identified infrastructure as well as the four dimensions (absorption and delivery of plot, training, application deployment, maintenance and protection) is formed. Environment variables, other variables that were identified as having three dimensions (environmental, political, cultural and economic environment) is. Islamic values of two variables (instrumental values and final values) and align with the three dimensions (convergence behavior, attitude Attunement and convergence of ideas) as well as other variables in the model form. Finally, the output variable with three dimensions of human resources (the fair, ethical and human resources productivity and human resources), the last variable of the study's conceptual model.

Due to the conceptual model is designed to offer the model tested the effect or lack of effect of each variable on the development of human resources identified.

REFERENCES