

عنوان مقاله:

Studying the Status of Insurance Employees Stress Components and their Management in the Social Security Organization

محل انتشار:

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خلاصه مقاله:

The role of education and retraining in organizations is important; in a way that education affair composes one of the most important concerns of the managers and policy makers of effective organizations. The purpose of this research is to design an educational effectiveness model for the governance organizations employees with a structural equation modeling approach in Iran. In order to achieve the research goal, a sequential mixed method has been used, which includes two qualitative and quantitative parts. In the qualitative part of the research, interview has been used. Necessary information and data were collected from experts and senior managers of the governance organization and then the design of the educational effectiveness model for the governance organization employees has been validated by structural equations. To investigate the expertise validity of the research model, the fuzzy Delphi method was used, for which the identified indicators were sent to the experts over several periods, and after the performed adjustments, ۵۶ indicators were confirmed. Confirmatory factor analysis was used to evaluate the validity of the research variables construct. The research results showed that the educational effectiveness model for the governance organization employees has two parts: the main factors and their indicators. This model has been composed of indicators that are the core and heart of this model and are the basis for evaluating the educational effectiveness, which are called effective factors. The educational effectiveness model for the governance organization employees has ۷ main factors: learner's readiness, training need assessment, training targeting, training program design, resources and equipment allocation, course monitoring and evaluation, and training course management, which include ۵۶ indicators composing them.

کلمات کلیدی:

education, effectiveness, Employees, Governance Organization, Structural Equations

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