

عنوان مقاله:

Presenting a Dynamic Model of Manpower Demand in the Tax Affairs Organization of Iran

محل انتشار:

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خلاصه مقاله:

Providing qualified human resources is one of the main issues of today's organizations. Since the Tax Affairs Organization of Iran is a governmental and specialized organization, so the manpower required by the organization; In terms of having special features needs time; is not available to the organization, which makes planning to anticipate manpower demand inevitable. The main purpose of this study is to provide a dynamic model for manpower demand in the Tax Affairs Organization of Iran, as an effective device for financing the country. In the present study, an attempt has been made to dynamically model the demand for manpower using the data obtained from the Delphi and Fuzzy DEMATEL methods, through the systems dynamics method. In this study, 9 effective endogenous and exogenous factors were localized and selected by the Delphi method by experts. Then the Fuzzy DEMATEL method was used to determine the relationships, intensity, and effectiveness, and finally, the dynamic research model in addition to possible scenarios is expressed.

کلمات کلیدی:

Manpower Demand, Dynamic Model, Delphi method, Fuzzy DEMATEL, Experts

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