

## عنوان مقاله:

Pathology of Knowledge-Based Career Path Planning with High-Performance Approach with Data Processing Approach

## محل انتشار:

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## خلاصه مقاله:

This research is done in a mixed way (thematic analysis and data mining). In the first step, based on the qualitative method of thematic analysis, the effective factors of knowledge-based career path planning with a high-performance approach and data processing approach are identified. The investigated population is the managers and decision-makers of Zone Ten of Iran's gas transmission operations. ۱۰ people were purposefully selected and interviewed. These people had more than ۱۰ years of work experience in this organization. Using the six-step coding method, the interviews were entered into the MAXQDA software, and the effective factors on career path planning with a high-performance approach based on organizational knowledge were identified. Data was collected in SPSS format and used as input in WEKA software. The path of career development in this research was determined based on the dimensions of individual factors, organizational factors, empowerment strategies, management strategy, culture-building strategies, process development, and management processes. The operationalization of these factors in data mining showed that the situation of the predicted career path has significant differences from the reality of the organization. This procedure can be improved by periodic knowledge extraction and long-term performance evaluation. The obtained results showed that the knowledge-oriented career path emphasizes the empowerment of employees in a specialty. The level of knowledge participation of employees does not only mean that the employee shows useful behaviors for the organization within the organization, but also includes the attitude of people towards the company and recognizing their existential value in the company.

## کلمات کلیدی:

Career Path Planning, Knowledge-Based Planning, High-Performance Approach, Data processing

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