

WCLTA 2010

Typology of modern management style in the systematic design of geometric models of management disciplines of Iranian educational organizations

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Abstract

The usual recovery solutions have not been the suitable troubleshooting techniques for the large number of problems in Iranian educational system. One of the strategies for improving academic quality as well as management training in Iran is having a comprehensive and process oriented perspective on the generality of the educational system. Process oriented reengineering is used to substantiate this perspective, which is based on a general perspective and process, and is utilized to plan modern and profound designs in organizational processes.

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Keywords: Geometric management; Education; Systematic model; Reengineering

1. Introduction

In the reengineering process, the current instructions, hypotheses, and approved regulations must be neglected and effective processes with outstanding changes and excellent results are to be re-designed. (Sepehri 2002)

1. Components, elements and modern management features analysis (acquiring quality, strategic effectiveness, change, critical attitude, etc) and presentation of geometric model in compliance with Iranian educational management system.
2. Analysis and review of the model's characteristics
3. Submission of general solutions in accordance with process reengineering and SWOT analysis

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2. Objectives of the study

The following are the objectives of the study:

- 1- Analysis of the parameters, elements and features of modern management systems
- 2- Analysis of the characteristics of geometric model in accordance with the educational management in Iran
- 3- Development of comprehensive guidelines based upon the process of reengineering and analysis of SWOT

3. Research method

Descriptive method is applied in this study. Thus, theoretical principles are developed by referring to the internal and external sources such as libraries, internet, and previously conducted researches.

4. Presentation of the model

We have re-designed the model basically with the support of process reengineering, SWOT analysis method, along with the patterns such as liberty and dependency in educational management, socio-political, internal and external qualities, legitimacy pattern, ethical, organizational managerial, commercial and a typological approach to modern management methods (acquiring quality TQM). Also, management modification (strategy, knowledge and technology) and critical management, as well as a review of the disciplines of the current Iranian educational system were used (Caglar, M., & Demirok, M. 2010).

1. Culture: Any organization and entity has a particular structure and a certain culture which has been formed as time passed. The culture specifies the extent to which the organization has fulfilled the core values such as organizational management method.

2. Government: There is no doubt that as the result of financial support for most of the Iran education organization requirements by government; it is the determining factor for the criteria of quality and Assessment procedures.

3. Employment condition: Due to the student's employment, specifically in technical centers, accomplishments, knowledge, creativity, and student's attitudes are given highest priority.

4. Individuals (teachers, managers, learners and parents): Every individual has specific culture, expectation, and interests. Managers are usually loyal to the organization, but parents, teachers and learners are busy with scientific, educational, and research issues.

5. Learning system: Many training patterns have emphasized teamwork learning, active participation, critical discourse, systematicity, presentation of response and interaction of world learners at the international level.

6. University management system: Taking a step ahead of knowledge-based society is subject to making considerable changes in the educational traditional management system. Management method can be based on bureaucracy or else a collaborative attitude. However; managers' reliance on values are required to utilize other scientific findings in order to recover management, structural transformation, and management in their own educational system. In such approaches, utilization of management systems of other countries and reserving originality and knowledge can be effective for organization quality recovery.

Designing such effective organizational structures that have the sufficiency of knowledge application and available sources within different places with a united goal has become the main management challenges in this era. In many cases, solutions for organizational structure application are virtual. Being virtual is the tool to eliminate the weak points of an organization (Abbasi 2002) that is highly noted in general model strategic management. Virtual organizations contain individuals in different organizations which are geographically located in a wide area. They are dependent on "ICT infrastructure" in order to arrange their activities (Johnson 1999). Virtual organizations are based on information and team work which are not centered, but are innovative and prompt us to adopt them. In spite of (Omar & Shohong 2002: 134-127), management of virtual organization is called "meta management." One

of the important characteristics of meta management is preventing personal attitudes from affecting decision making and this results in the logical structure of virtual activity in global environments.

Meta management functions are summarized in the following three levels:

- Strategic level contains: re-designing the arrangements, policies, and decision making.
- Tactical level: organizational learning management, virtual group, mass customization.
- Operational level: lower costs, auto operations of information everywhere (cost and others 2008:5).

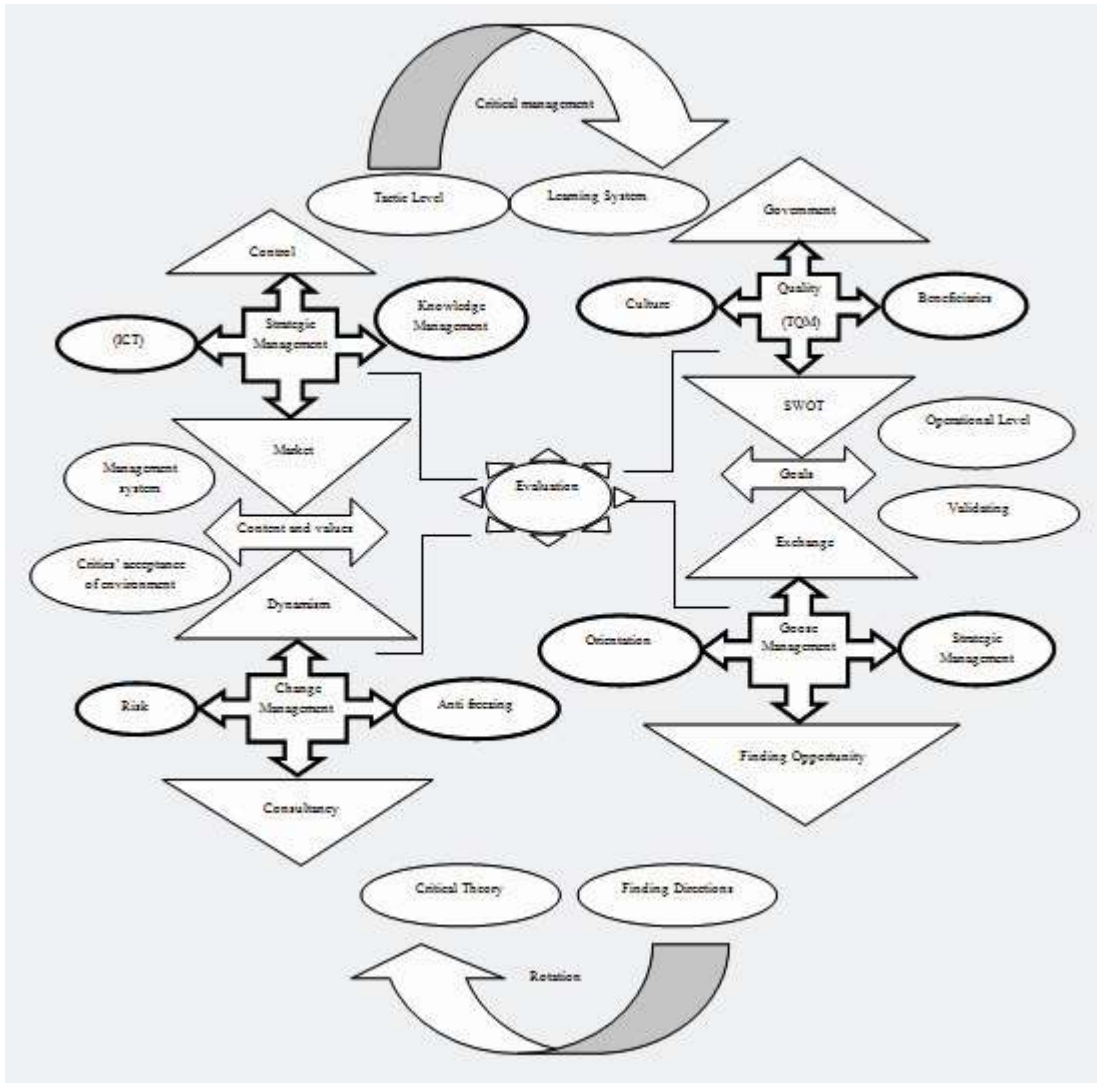


Figure 1. Systematic and geometric model of general Iranian educational system (Mazdai and khezri 2010:194)

4.1. General features of the model

- Evaluation and feedback: Evaluation and feedback are constant and systematic processes in this model; it differs from other management models due to the operation method and applying new scientific methods.

- Using SWOT analysis method to identify the strength and weaknesses, threats and opportunities, strategic issues, and setting goals in educational management.
- Goal based management's advantages are to clarify organization and management recovery, effective control development, and boost employee commitment.
- Logical division of model is defined as giving simultaneous attention to time, approach, and method which are important factors in scientific and Japanese management.
- Accordance with principles of hierarchy and an emphasis on operational levels.
- Study context: Role and effects of environmental issues that exist in this pattern, which are emphasized in governmental management methods, type, and relationships. Having context means considering all environmental and cultural conditions, forms of relationships in the organization, type, and quality of economic management as well as the infrastructure.
- Using and developing creative ways in an organization, in decision making, and execution.
- Focus on changing organizational culture and influence on other systems.

Making geometric thought; it is focused on geometric thought in this design. Geometric thought encourages reasoning and independency of thoughts, links to the organization while maintaining the individuality, makes innovations rather than finding responses to the questions and is supportive to the innovative methods (Limniou, M., & Whitehead, C. (2010).

The process contains a group of consecutive activities each of which has the goal to reach the scientific plan. The mentioned activities are just macro structures and other activities can be defined inside them. The organization or entity executing it are regarded as a suggested one and can be changed according to the social issues (Mazdaei & khezri 2010, 199-197)

5. Concluding remarks

This article aimed to introduce the paradigm shift as well as general pattern of the Iranian educational system. During the last year, due to the traditional management, core values, quality, dynamism, efficiency, and liberty have been followed wrongly. In our recommended pattern, in addition to considering these points, we have analyzed features as dependency, liberty, discourse, and open-minded matter, feedback and evaluation, context, communication, time, environment, and approach. Meanwhile, limitations like achieving consensus difficulties and management weakness in determining, discriminating, and ranking the approaches of beneficiaries group, mutual fulfilment for recovering condition and changing economic status, government priorities have been highly considered. These changes will make the managers doubt the general agreements related to external organizational quality standard of educational organizations.

1. Using strategic management tools and identifying internal weaknesses and strengths, opportunities, external threats to course in management in the realm of knowledge and technology.
2. Plans for making innovative centers and government approaches to institutionalize preliminary actions toward changing educational methods.
3. One of solutions to improve the quality of science is training managers in university educational system, basic reviews in principles, and current instructions. "Process reengineering" is one of the innovative methods for materializing these objectives.
4. In issue management, personal relationship, effective elements on communication, formal and informal groups, ways of improving communication, removal of the communicational barriers, reducing stress in the workplace, and knowing the right communication are encouraged. One of the features that cause the reduction of tension within managers and employees is the updates that managers and employees must know about individual differences such as asking for feedback, simple language, listening properly, emotional control, and considering body language.
5. Create conditions in which the awareness of corporate managers are to be upgraded; this issue is the beginning of applying the effective changes.
6. Changes which start from top managers must be transmitted to other employees. Knowing the probable resistance towards changes, the ways of overcoming of them, or removing resistance to which departments

must be applied. (Christian and vercman 2000: 45)

7. Giving feedback related to the changes made to the employees and managers involved.
8. Today, there is a competitive environment and other methods of Buffalo management which are specifically intended for traditional organizations are not efficient. Therefore, the main and core value of a modern organizations in the competitive environment must be ignoring Buffalo management and taking a step ahead of other management systems. On this basis, instead of discouraging employees, they must be allowed to improve and move freely. The secret of success of today's organizations is creation and acceptance of the innovation through consultation and partnership among employees and others.
9. Today the world is facing a different turmoil which affects the feedback of an organization. Managers and planners always handle uncertain conditions and know how and what to do. One of the features of turmoil theory is being natural which is the key element. Though turmoil might cause an uncertain status, opportunities will be created for changes and hopes for future. Managers must be ready for turmoil and accept the unpredictable and uncertain situations as a natural phenomenon. Managers cannot impact the entire world or control it, but they can impact a tiny piece of the world effectively.
10. Application of the turbulence component means the creation of dynamism in managers attitudes, utilization of the organization's team work, identifying operational points (weak and strong points), instability, and instability management (dynamic adoption).
11. Today, managers are facing complicated systems which are flexible, different, and dynamic. So for designing plans and directing the organization in the face of immense changes, the single method, attitude, and approach are not efficient.

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