

Teaching public-sector managers based on religion

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public-sector managers around the world are a symbol of efforts to serve the public sector. Therefore, the efficiency or inefficiency of these people plays an important role in the public perception of the performance of governments. Considering that government managers have a high prominence and influence in society, religion-based education will help them to benefit from more moral and social values and make the best decision in their decisions according to religious principles and get moral. In addition, education based on religion helps government managers to respect the beliefs and beliefs of the people in performing their duties and to be recognized as a superior example of morals and religious and social values. Based on religion, it has been proposed to government managers as one of the methods that can help improve their performance in the implementation of government duties. In this type of training, in addition to teaching religious and moral basics, social, political, and economic issues are also addressed so that government managers gain more knowledge about matters in general and make decisions based on religious values and morals, to make the best decision. In addition, this type of training helps government managers to respect people's beliefs and beliefs in the performance of their duties and to be recognized as a superior example of morals and religious and social values in dealing with people. As a result, due to the prominence and influence of government managers in society, religion-based education can lead to the improvement of organizational culture and the quality of government services.

The use of religious teachings in management education has been investigated in different ways in different parts of the world. For example, in some Muslim countries, Islamic principles have been

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integrated into management and leadership training programs. These programs aim to provide an understanding of how core Islamic values such as justice, ethics, and accountability can be used in the context of modern management practices. Similarly, in some Christian-majority countries, biblical teachings may be included in educational programs. Include management to promote ethical decision-making and servant leadership. There are also cases where Buddhist teachings are used to promote mindfulness and compassion in leadership practices. The main idea of training public-sector managers based on topical religious teachings is to include religious values and principles in the education and development of public-sector managers to improve their leadership skills, decision-making abilities, and overall performance. A variety of religious teachings can be seen as applied to the cultural and religious domains of public-sector managers in their training. Human resource education from the perspective of Islam includes all the actions that, by accepting or guiding religion in the direction of establishing or realizing the flourishing of intellectual powers and its sovereignty over other powers and the fulfillment of orders It takes place so that in its shadow, human nature follows his nature and lives according to the natural requirements of human.

The reason for the involvement of religious teachers in the education of public-sector managers is as follows:

1. Incompatibility of the educational system of government administrators with the values governing the country's administrative system:

Despite the general policies of the development of the administrative system and the guidelines provided by the senior leaders of the system that emphasize the formation of codes of conduct arising from the country's value system, there is no trace of training related to these areas in the educational programs of the center.

2. The importance of the performance of public-sector managers in line with the country's goals:

The Islamic Republic of Iran has designed and introduced its identity and goals based on the blends of Islam, so the public-sector managers of this country must be bound by Islamic blends and try to achieve the goals of the Islamic Revolution.

3. The need to rule the spirit of serving the people:

In Islamic contexts, the government has the originality to serve the people, so the motivation to serve the people should be created for managers, which may be that many

rewards have been mentioned in the religious texts, and they have mentioned the same thing as the goal of taking responsibility for the government post.

In any government, the growth and promotion of public-sector managers play a significant role in taking a purposeful path to achieve the values that govern the society. The Islamic Republic of Iran, to realize the values of Islam, needs managers who are both agents of these values and spread them at the level of the society. The value system of the Islamic Republic can be summed up in the word "Islam". Ayatollah Khamenei, as the helmsman of the Islamic Republic and a person who interprets the desirable values of the Islamic society, has listed the values hidden in the Islamic religion as follows:

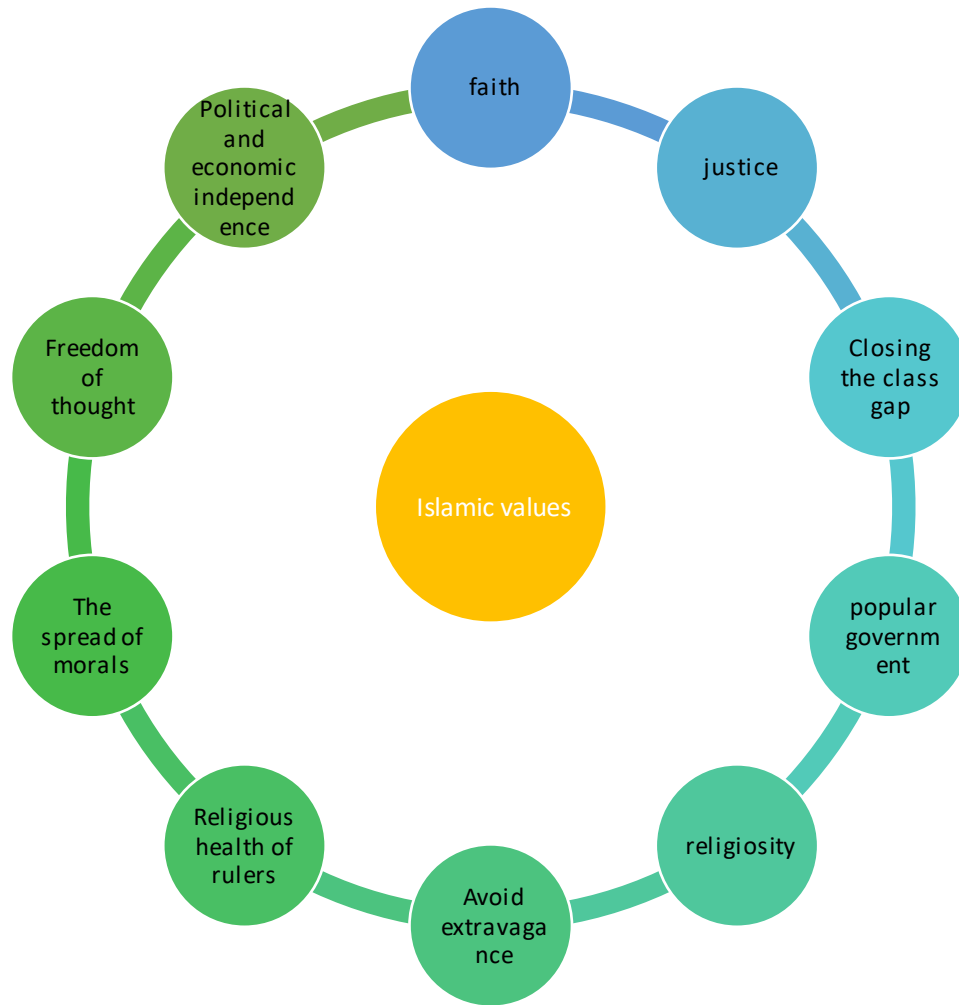


Figure 1: Islamic values

The framework for training government managers based on the values of the Islamic Republic of Iran:

The training of managers is based on the values of the Islamic Republic, based on Islamic culture and civilization, theoretical and practical views of Islamic management and moral values, Sharia laws, and wise traditions. In this mode of training, attention has been paid to the following topics:

- ✚ Education of Islamic moral values: in the framework of the education of managers based on the values of the Islamic Republic, attention is paid to the education of Islamic moral values, including humility, love, justice, forgiveness, honesty, etc., to strengthen morals and authentic behaviors in government managers.
- ✚ Promotion of organizational culture: in the training of managers based on the values of the Islamic Republic, attention has been paid to the promotion of organizational culture and the promotion of original and ethical views among government managers. Among the pedagogical resources envisaged in this area are training in human communication, communication skills, salary, etc.
- ✚ Personal skills development training: Personal skills development training based on Islamic values, includes communication skills, critical thinking, the right to make decisions, creative thinking, and other necessary skills for government managers. In this type of education, paying attention to the values of Islamic ethics and Sharia laws is also important

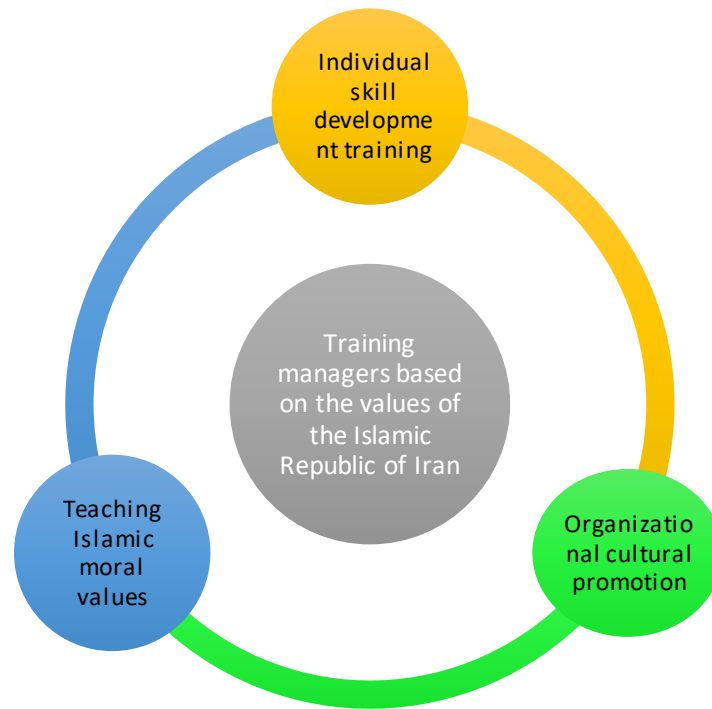


Figure 2: Training managers based on the values of the Islamic Republic of Iran

Conclusion

Religion-based education emphasizes guiding government managers to make ethical decisions in line with religious principles. By integrating the main values such as justice, ethics, and responsibility from different religious traditions in management education programs, it is possible to increase the quality of education by the values of that society. Education of public sector managers based on religion leads to leadership skills, decision-making abilities, and overall performance. Finally, it helps to improve the organizational culture and the quality of government services, he emphasizes. By instilling moral and social values derived from religious teachings, managers are encouraged to uphold ethical standards and act as role models in their communities. Religion-based education not only equips managers with the necessary knowledge to deal with social, political, and economic issues but also fosters a culture of respect and understanding toward

different beliefs and perspectives. Finally, by integrating religious principles into the education of public sector managers, organizations can promote a value-based approach to decision-making and leadership that leads to a more ethical and effective governance system.

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