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TÍTULO: La representación de los especialistas en capacitación docente y la experiencia en Gestión de Recursos Humanos en la identificación de factores efectivos en mérito y competencias profesionales para la reclutación de maestros en la Universidad de Farhangian.

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RESUMEN: Los estudios en el mundo muestran cómo el reclutamiento basado en méritos profesionales conduce al avance y desarrollo de la economía. La recolección de datos se realizó a través de entrevistas con grupos focales. Todas las entrevistas fueron grabadas, escritas a mano y analizadas, analizando e integrando los componentes principales. Se identificó un componente principal, y al analizar otros, se extrajeron 69 componentes adicionales: autocontrol de los maestros, compromiso con el trabajo, competencias de inteligencia, amor por la enseñanza, competencias tecnológicas y de comunicación, flexibilidad y respeto por las religiones, y otros. De los 69 ejes obtenidos de las entrevistas, la atención a los períodos de pasantías y previsiones se encuentran entre los componentes más importantes como factores efectivos para mejorar la competencia y las competencias profesionales de los estudiantes docentes.

PALABRAS CLAVES: especialistas en capacitación docente, gestión de recursos humanos, competencias y cualificaciones profesionales, Universidad de Farhangian.

TITLE: The representation of teacher training specialists and Human Resources Management's experience in identifying the effective factors on merit and professional competencies for recruiting teachers at Farhangian University.

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ABSTRACT: Studies in the world show how recruiting based on professional merits leads to economy's advancement and development. The data collection was done via interviews with focal groups. All interviews were recorded, handwritten and analyzed, analyzing and integrating the main components. One main component was identified and by analyzing others, 69 extra components were extracted: teacher self-control, job commitment, intelligence competencies, love for teaching, technological competence and communication competences, flexibility and respect for religions, etc. Of the 69 axes obtained from interviews, attention to internship and forecasting periods are among the most important components as effective factors in upgrading the competence and professional competencies of student teachers.

KEY WORDS: teacher training specialists, Human Resources management, competencies and professional qualifications, Farhangian University.

INTRODUCTION.

Education is one of the greatest social and educational systems that played a fundamental and constructive role in the survival and continuation of human culture and civilization. This system can provide the community with the help of educated, capable and creative teachers, citizens and helpful people.

This system requires decent manpower to achieve its goals. The educational system has become a fundamental change over the past, and its administration should definitely be left to people who understand it. Today, the management and administration of the educational system, especially schools, requires the use of efficient, expert and entrepreneurial personnel. Bernadette showed that there is a positive correlation between the effectiveness and success of the staff and the quality of education. In other words, the better the manpower is chosen to lead the schools; the quality of education will increase (Stewart and Brown, 2011).

Quality in education is a lost circle. Schools need effective and transformative human resources to ensure quality. Workers who are process-oriented and future-oriented, managers who understand the methods of collecting financial should know the human and knowledge resources for innovation in an effective curriculum (Rangriz, et al. 2011).

It is considered to be an efficient human resource that can apply, in terms of location, principles, scientific findings and technical skills, to work artistically and ethically in the workplace, solve problems and realize goals. Use existing human and material resources appropriately, and encourage colleagues and subordinates to work effectively (Dessler, 2016).

Selection is the process of collecting information in order to evaluate and decide on the recruitment and use of a person who best estimates the needs of the organization in the short and long term. The purpose of the selection is to select the most suitable and best people from a group of job applicants.

Experts believe that in order to achieve this goal, evaluation should be done according to the prevailing conditions of supply and demand of human resources in the community.

The purpose of the selection is to assess the applicant's fitness and fitness by predicting the level of ability to perform a job and the job success of the individual, which includes decision making on the suitability of the qualifications, experience, qualifications and education of the applicant in terms of obtaining a job (Saadat, 1996).

Creating a fit between a person and a job on the one hand and creating a fit of personality or culture of recruitment volunteers and the personality or culture of the organization on the other are the points that should be considered in recruitment tests. If the initial selection of employees takes into account the importance of recruiting different tests, this will result in greater employee satisfaction with work, increased efficiency, creativity, accountability and quality of work.

Employees who have the necessary attributes and skills can do a better job for themselves and company. Employees who do not have this skill, or who act as a barrier and act as a deterrent, cannot function effectively, and as a result, the performance of the manager and organization will be reduced. We must try to identify these people before entering and joining the organization (Baker, 2001). The functional nature of each organization lies in the nature of the organization's selection. In the case Human Resources Unit can accurately measure the actual values of job candidates and then compare them with the selective value of organizational posts, the selection process has been done well. The traditional selection or classical process, described the use of a combination of three selection methods, which included application forms, interviews, and introductions. Psychologists believe that traditional methods provide poor predictions for individual job performance, and today there are better ways to choose (Mirsepasi, 2005).

The selection of employees should be based on the organization's strategies. The alignment between recruitment and recruitment requires a change in the direction of the organization's strategy. This alignment helps to realize the overall organization's strategies.

The selection of manpower is very important among the applicants who have been recruited by the outsiders because of the organization's direct impact on its goals and its achievement (Abtahi, 2014).

The selection and recruitment of those who do not deserve or deny or deny qualified people can create many problems for the organization. The following are some of the mistakes of choice:

- The organization must bear high costs for employee training and education.
- Employee bi-liquidity in assigning tasks reduces income or increases costs.
- The expulsion of weak employees, as well as finding alternates for them or employees who leave the organization, requires a lot of money (DeCenzo and Robbins, 2005).

The guarantee of selecting the right people to join the workforce is of increasing importance because individuals are the main source of competitive advantage for organizations, regards all the successes or organizational failures that are rooted in human issues from the quality of human resources. Employment is an activity that attracts qualitative forces and has a major impact on organizational culture. The goal is to find suitable candidates for meeting the needs of the organization with the lowest cost and fair use. Hiring is defined as the process of creating reserves from the volunteers to select the right person for appointment in the organization's businesses. Each organization must absorb a steady stream of prudent and enterprising individuals for organizational jobs.

The choice is one of the dimensions of the work plans and decides on which applicant or candidate is to be appointed for the job (Kakia, 2009). A proper choice can be effective in lowering the cost of training alternatives and in challenging legal situations (Yari and Ghafari, 2008). There are 3 goals to choose from:

1. Choosing the best and best people.
2. Achieving organizational goals.
3. Adapting the terms of the applicants to work with the conditions of obtaining jobs and occupation (Bloisi, 2007).

The selection or choosing strategy is a step in accepting or rejecting job applicants' applications so that they are best suited and appropriated. Excessive educational costs, inferiority, low quality of work and, finally, lowering the level of performance of each institution are partly due to inappropriate selection. In addition, any new employee in the organization with moral characteristics and morale has a direct impact on the behavior of other employees and in general on the behavior of the organization (Heery and Noon, 2008).

Farhangian University, in order to provide, train and empower teachers and university forces, in 2011, It was established with the accumulation of all teacher training centers throughout Iran, and has about 98 academic units (64 campuses and 344 campuses) and more than 65,000 students. Farhangian University is one of the largest and most extensive universities in Iran and is the only entry point for education and training based on the provisions of the statute approved by the High Council for Education. The process of attracting student teachers at this university is currently done in two ways: a) through the diploma level and admission to the national examination; b) through the undergraduate degree under the title of Article 28, and also the acceptance and attraction of these students is subject to public and specialized interviews. Given the teacher's sensitivities and the result of teacher training in admitting qualified students, as well as the selection of people who are tailor-made to the teacher's job, and the identification of the talents of those who are interested in this job, it is important which is implemented under the process of selection and selection process, which is the general purpose of recruiting staff and the human competencies required by the organization to meet its needs for human resources (Kakia, 2009).

Today, the University of Cultural Sciences is entering the professional education field of teachers and attracting and training the forces needed for education and, on the other hand, given its emergence in the field of absorbing this challenge, it is questionable whether a suitable model for attracting this student is used by teachers who can measure all the qualities and talents necessary for a teacher's job at the University of Farhangian? And is the current situation of student teachers who are now entering the university after the current process, is in line with the desired status? In case of not paying attention to the attraction of these students and given the importance of teacher's work and the impact on society and education of future generation learners, it can have an adverse effect on society; Therefore, this research tries to identify the qualities, abilities and talents necessary at the entrance to the University of Cultural Studies, and then design a model and validate it in order to attract student teachers at Farhangian University.

DEVELOPMENT.

Methodology.

This qualitative research uses the descriptive phenomenological method to explain the experiences of education and human resources management specialists. Experts in this study were of both sexes. Sampling was conducted in a targeted way from education and human resource managers, and through 17 interviews, the information was saturated and therefore no further interview was required.

In this research, the interview method was used in the form of focal groups for collecting data.

The interviews were conducted by the researcher in a group and in person, in 120 minutes and in a meeting. Questions were asked during an interview with the focus group methodology and the participants responded. The main question raised in this section is what are your views or experiences about the dimensions and components of identifying the factors affecting the competencies and professional qualifications for entering a teacher's job at the University of Farhangian? The

interviewees' interviews and interviews were completed with the tape recorder, recording and after the end of the interview.

In order to observe the principles of the research, the phrases and sentences of the participants in the interviews were written with meaning in the form of literary literature. In this research, in order to observe ethical considerations before the interview, the participant was informed about the purpose of the project and the interview and was interviewed with written consent from the presence in the research.

As such, the following points were brought to the attention of the participants as the ethical point of interest in this review: (A) The information obtained in the interview was used without mentioning the participants' names; (b) the participants were assured that their statements would be confidential and would not be used in any way for or against them; (c) the interviewer used the statements of the participants in the interviews Accurately and without any interference with people's speeches; (d) insulting speeches to natural and legal persons, if any, removed from the participants' speeches and the person was acknowledged from the removal of this part of their speeches.

In order to maintain the accuracy and reliability of the data in this research, research questions were asked to reduce or eliminate the possibility of inaccurate information from educators and HR managers in a variety of ways. In this way, the stability of the answers was determined. Since the method for collecting data in this study was a deep interviewing method, it was tried that interviews were conducted carefully and without bias in order to ask enough questions about the questions; if another researcher in the same situation or situation repeats the process, he will achieve the same answers or answers. In order to ensure that the data analysis is reliable, the researcher, referring to each of the experts, asked them whether their comprehensive description of the findings would reflect their experience (Member check). If you remove or add something from experts, this is included in the final text of the data. In other words, the main method of maintaining the validity and reliability

of the data in this study was the recording of interviews and endorsement of final descriptions by experts.

It is worth noting that since in this research emphasis has been placed on the principle of confidentiality of the names of individuals, therefore, the participants who are interviewed are specified in alphabetical order. Also, in this paper, people's first-language literature has tried to avoid the use of words that are negatively charged (such as disabled, disabled, or sick). The authors have used words that have a positive charge; however, the quotes from the people participating in the interviews have been written in order to maintain the trust of the words that the participants themselves have used. Colaizzi method is used to interpret and analyze the information obtained in this research. The steps were as follows:

- A. Describing the intended phenomenon.
- B. Compilation of participants' descriptions of the phenomenon.
- C. A study of all the descriptions that participants have conveyed about the phenomenon.
- D. Referring to the original entries and extract important sentences.
- E. Identifying the meaning of each of the important sentences.
- F. Organizing meanings formulated in themed clusters.
- G. A Comprehensive Description.

Results.

By repeatedly studying the texts, the sentences that were of special importance were chosen. Colaizzi analyzed the method of analyzing the data. This number fell to 643 sentences in subsequent studies. Finally, by examining these sentences and their meanings, they selected 69 key sentences and a major component of the research.

General context, main themes and sub-themes are shown in Table 1.

Table 1: Free coding, the selection of pivotal codes, the frequency of expert answers and the identification of the main themes.

<p>In your opinion, you have experienced teacher training for several years and you teach at Farhangian University and are present at the interview as an interviewer, and also what qualifications and professional qualifications do you have for entering a teacher's job?</p>	<p>Open/free coding.</p>
<ul style="list-style-type: none"> ▪ Self-control is something that volunteer students must have for a teacher's job. Having a prospect for your future and mapping out the future of a teacher's job is one that the bidders should have on their arrival. ▪ Responsibility is one of the indicators that is one of the requirements for a teacher's job and its lack of it can cause problems in the education system. Also, lack of accountability leads to a lower level of student performance in the education and training process. ▪ IQ competences are among the most important duties of a teacher. ▪ The ability to work together with others and the proper diagnosis of this component are important things to consider. ▪ The interest and love of teaching is another component that should be taken into account when entering a teacher's job. 	<ul style="list-style-type: none"> ▪ Teachers should have self-control features. ▪ Teachers at the start of the journey should have a future plan for their future career. ▪ For teachers, accountability is a prerequisite. ▪ Volunteers must have intelligence skills to enter a teacher's job. ▪ The teacher should be able to work with others. ▪ The love and passion for a teacher's job and its recognition is important at the time of arrival. ▪ Teachers should have specialized expertise in the field of virtual education. ▪ The volunteer of a teacher's job must have the ability to accept and respect the beliefs and beliefs. ▪ Respect and adherence to religious and Islamic values are important for this job. ▪ For the teacher, we must look for dedicated, committed and faithful people. ▪ A volunteer for a teacher's job should have the ability to behave in accordance with the norms and values of the community. ▪ Effectiveness of effectiveness and quality in doing work and productivity are other factors requiring teacher work.

- Having specialized knowledge in the field of virtual education is another component.
- One of the things to be considered is the ability to accept and respect religious beliefs.
- The ability to behave according to norms of rules and values of the society are among the important components of the teacher's job.
- The teacher should be effective.
- The effectiveness of the teacher in the classroom is one of the requirements of this occupation.
- Teacher productivity is one of the most basic components in the educational system.
- The personality test must be performed at the time of entry.
- Determining the personality type of a volunteer teacher job is required on the day of the interview.
- The diagnosis of mental health of volunteers should be determined in an interview.
- Adaptation of a personality brigade with a teacher's job is very necessary.
- Designing specific software to reduce the mistakes of interviewing should be a top priority for interviewing and recruiting.

- To enter a teacher's profession, personality and the use of personality tests are essential; however, we need to measure volunteers through meditative psychological tests and personality traits, and identify where the volunteer is in the spectrum and whether the personality type is consistent with the teacher.
- In order to reduce human error, software should be designed to reduce the perceptual errors of interviewers.
- The use of a written test is essential on the basis of the necessary components of education and the University of Cultural Professionals. This test should be different and based on merit and professional qualifications.
- Considering the component of life skills is very necessary.
- Detection of physical and mental health through special tests of psychology and medicine, and psychological and physical health certificates under the supervision of the Medical Commission under the supervision of specialists. And I think it's out of the GP, because in the current situation, we see problematic people in the classroom as a result of the appointment of a doctor.
- It is suggested that the interviewees change each day, and they will be given courses and an interview certificate based on the teachings of human resources specialists and psychologists and students.
- Component of jitter needs to be added. Teachers can boldly announce their constructive comments.
- The passion for a teacher's job is another component.
- The interest in translating and compiling the book is one of the components of a teacher's job.

<ul style="list-style-type: none"> ▪ Assigning a Written Test to Teachers Job Opportunities ▪ The psychological, psychological and physical examination must be done. ▪ The use of medical professionals instead of the public in the interview should be taken into account. ▪ Consideration should be given to changing interviewers in the absorption process. ▪ Qualification for interviewers and the need to spend time on recruiting courses are important issues. ▪ The interest in writing and translating the book by the teacher must be established. ▪ The interest in studying scientific and specialized books is a feature of the professional teacher. ▪ Understanding the artistic aspects of the teacher's personality and their accurate diagnosis can identify a competent teacher. ▪ Having a life skills for volunteers is a good job. ▪ The belief in lifelong learning is one of the important components of a teacher's job. ▪ The use of information and communication technologies is a necessity for teachers. 	<ul style="list-style-type: none"> ▪ The principle of meritocracy is one of the important components of a teacher's job. Acquiring the scientific and artistic aspects of the teacher is important. ▪ Having critical thinking about the components of a teacher's job. ▪ Transferring skills is one of the important components of a teacher, as it may have specialized expertise, but it is difficult to transfer information. ▪ Acquiring expertise and commitment is one of the basic components and is essentially the achievement of a pure life. ▪ The desire for learning and learning and the thirst for learning are important attributes that a teacher needs. ▪ The belief in learning and life expectancy is one of the components that should be taken into consideration. ▪ The use of information and communication technologies in the present age is one of the most important issues of teacher instructors in the present age. ▪ Having previous knowledge of a teacher's job and preparing for this job (not as a job with a formal job and then to change a job) is another component. ▪ The compassion and willingness of the teacher is one of the components that seems to be important for a teacher's job. ▪ It is very essential to solve the people's problems by working with others as a social activist. ▪ Using an active method of teaching and monitoring and controlling the progress of students is another component. ▪ It is important to address the problems of the student and try to solve the problem and pay attention to the teacher's professional aspects of other components.
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- The prior knowledge of the teacher's job is important.
- It is worthy of the interest of the teacher to help people with problems.
- The use of active teaching methods is essential for a professional teacher.
- Supervising and controlling the progress of students is one of the important tasks of the teacher.
- Paying attention and attention to the problems of students is one of the most important skills of the teacher.
- Having professional mediation for contemporary teachers is indispensable.
- Familiarizing with teaching approaches for a teacher's job is a stand-up.
- Familiarity with educational design is important for teachers.
- The development and development of student-teacher education should be taken into account.
- Familiarity with student learning styles and teaching for student teachers should be one of the top priorities of the university.
- Adequate mastery of content for teachers is a must have feature.
- Teaching discipline is one of the key factors in success.

- Familiarity with a variety of teaching approaches and educational design is one of the most important components of a teacher. In my opinion, the teacher in the present age should have economic, political and cultural conditions and community values, so that he can be a good guide for the students and take steps to promote their development and development.
- The teacher should be able to know the learner's learning style, because the teacher will not be effective without knowing the learning style.
- Having enough proficiency on the content of the course is another important topic for a teacher's job. Learning does not happen when the teacher does not master the content of the course.
- Having discipline is one of the most important components of teaching.
- Respect for the discipline and professional ethics
- Paying attention to individual talent is one of the issues that should be considered when entering a teacher's job.
- The ability to accept and respect religious beliefs is a component of teacher education.
- Intimacy and communication with students are the potentialities of communication teachers.
- Correct judgment and decision are components that should be considered in the absorption process.
- Knowledge of the goals of education is one of the things that need to be addressed.
- Linking curriculum content to the daily life of students is a teacher's characteristic.

<ul style="list-style-type: none"> ▪ Intimacy and effective communication with students are considered to be teachers' abilities. ▪ Teachers' ability to transfer knowledge is one of the key issues in this job. ▪ Fair judging is important for teachers in establishing educational justice. ▪ Knowledge of the goals of education is important for volunteers in teacher education. ▪ Linking content with the daily routine of teaching is for teachers the main capabilities. ▪ The importance of new internship courses at the University of Cultural Studies and the need to increase the hours and improve the performance of other components. ▪ Teacher's professional identity must be recognized at the end of the course. ▪ It is imperative to propose interactive schools to implement the course's effectiveness. ▪ Having a sense of empathy is an advantage for teachers. ▪ The thirst for learning and teaching is the ability of a teacher. ▪ The development of mental skills for teachers throughout the course should be taken into account. ▪ Teachers are incredibly upbeat in educating college students. 	<ul style="list-style-type: none"> ▪ The current internship courses, due to research, can provide students with professional identity, leading to a focus on the implementation, as some schools and teachers play an important role in disguising students, and it is suggested that special schools be selected for this task and students under the supervision of a teacher and supervisor. A professional and motivational guide that has competencies and professional skills. ▪ Among other things that should be considered as important components, empathy and love are all about a teacher's job. If love is to be, the thirst for learning and teaching will be created and the teacher's mind will always develop and always be active, not passive. ▪ One of the important points is the university professors and their rate of growth. A professor who is always subject to learning can develop active and motivated students. As a result, it should be noted that the professors of the University of Cultural Sciences should be different from the professors of other universities, because the pedagogical debate is also important components of university professors. ▪ The dispatch of university professors and the provision of study opportunities for prestigious and motivated people is one of the most important requirements for the university. ▪ Considering the training process and dynamism in it is one of the most important challenges. It seems that the formation of scientific research societies at the university and the creation of research incentives can be effective in promoting students' scientific knowledge.
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<ul style="list-style-type: none"> ▪ Pedagogy should be included in the educational content of the University of Cultural Sciences for the study of student teachers. ▪ Provide study opportunities for professors to enhance their ability and impact on students. ▪ Considering the effectiveness of the educational process at the University of Cultural Studies is one of the important issues in creating professional competencies. ▪ The formation of scientific and research associations for students should be formed. ▪ Convicting the current state of affairs (dynamics) by student teachers is important in order to be updated. ▪ The separation of the absorption interview based on the field is one of the cases where its absence results in human error in absorption. ▪ The cardinal and practical beliefs of Islamic values and adherence to it for teachers of job vacancies are the main priorities. ▪ The enthusiasm and teacher's love for teachers is necessary. ▪ The choice of bold teachers and identifying them in the process of attracting is important. 	<ul style="list-style-type: none"> ▪ Convicting the current situation and always in line with the development and occupation enrichment is an issue that should be addressed in the educational process at the University of Cultural Studies; attracting creative and convincing students is also an important component in the development of a job. ▪ Another important component is to differentiate how to attract teachers based on discipline and occupation; for example, they should be different from the high school for the elementary period, as well as the fields of applied science with basic sciences and engineering sciences. ▪ Since the ultimate goal in teaching and learning is to attain the life of Tayyib and Allah, one of the important components of a teacher should be practical and heartfelt belief in Islamic values and action. ▪ The love of the teacher and the love of the country and Islamic identity are components that must be considered in a thorough manner. ▪ They should not choose weak and cautious teachers; they should be chosen by courageous and critical teachers who can cultivate thoughtful students. ▪ As a matter of fact, the teacher should love studying and be aware of the latest scientific and research achievements. ▪ As a matter of fact, teachers should be able to know how to think, teach and use creative methods to teach and teach students how to teach teaching skills. This is possible through internships. Practicing internship works on the minds of students with a frivolous pattern and is a good beginning to work with student minds, but as pre-teachers go unpunished, student motivation has diminished.
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<ul style="list-style-type: none">▪ Teachers should love science and track new academic achievements in teaching methods.▪ The necessity of the internship courses and the model of fiction and the improvement of its implementation is one of the most fundamental issues at the University of Farsi.▪ Solving issues and problems as well as problem-solving and problem-solving and creating this skill for teachers is essential.▪ The exchange of teachers' experiences is mutually beneficial in promoting empowerment.▪ A learning organization and learning organization for the University of Cultural Sciences is essential.▪ The problem of large-scale planning is in the process of attracting student teachers.▪ The use of unsuccessful temporary solutions in the process of absorption by education is seen.▪ The effect of teachers' status and dignity on not attracting qualified student students is effective.▪ There should be special privileges for the elite of a teacher's job in interviews.	<ul style="list-style-type: none">▪ Teachers must have methods of solving and problem-solving, that is, they can voluntarily conduct research.▪ Teachers are good if they can share their experiences with colleagues.▪ The University of Cultural Sciences should be a university student and use the new methods of teaching teachers to share their experiences with successful countries.▪ At the macro level, the Ministry of Education has problems in attracting decision-making, and they can not prepare for the future and plan ahead.▪ Education is always used by temporary solutions. Sending unqualified people to the next generation is malicious and should have professional abilities and responsibilities.▪ The livelihood of teachers is influential in attracting, because qualified people do not want to enter the profession by looking at the vision of a teacher's job; as a result, poor people express their readiness for the teacher, and since we choose weak people at the start, the process will not be very effective.▪ We should encourage incentives for elite people to be recruited.▪ Even if we are good at attracting, but neglecting the process, or keeping the job up and down, the community will be hurt.▪ The next discussion is about philosophical foundations. At the University of Cultural Studies, we need to discuss the topic of philosophy in the headlines and get involved with the philosophy of the students.
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- Careful attention should be paid to the process of education at the University of Cultural Studies.
- The teaching of philosophy for student teachers and familiarity with philosophical foundations should increase.
- Considering professional knowledge and skills and professional competencies at the onset of admission is the most essential function of a serious process.
- A worthy teacher must be patriotic and love his job and his country.
- The issue of livelihood and the social issue of teachers must be promoted.
- The love of lifelong learning is one of the most important necessities for a teacher in the present age.
- Hard work and diligence are among the important components of a qualified teacher.
- Teacher's reverence for students is important.
- Having a moral and human commitment is a must for teachers.
- Teachers' selection is essential for students.
- Adherence to religious and national values for volunteers is essential.

- Teacher is the most important factor affecting the growth and success of students, so it is important to consider their education as an important strategic activity. To prepare students, teachers should work on updating their knowledge and developing them. Pay attention to the student's competencies and skills and effectiveness.
- Education is the key to the development of the country and the driving force of all societies that are hoping to make their nation and society happy. Therefore, choosing the right and most educated teachers and loving ones and attaching to a particular teacher's job is important.
- The issue of livelihood for teachers is not merely material aid but a social and dignity issue.
- A good teacher is someone who, in addition to having love, never neglects to learn and learn.
- Hard work and hard work, reverence for students, personality, identity, and ethical and human commitment are the characteristics of a good teacher.
- Another feature of a good teacher is to influence the behavior of students and to model students from teachers.
- It is important to adhere to the genuine religious and national values and to connect the lesson with everyday life and the use of life experiences.
- If someone were to waste his life due to overweight and the like, a teacher who reluctantly goes to the classroom will have no other benefit than suffering and harm to students. Such a teacher will not be able to provide a platform for the growth and excellence of today's students and tomorrow's hopes.
- Use Poetry in Class to Influence Students.

<ul style="list-style-type: none"> ▪ Linking the lesson with everyday life is considered important in teaching teachers. ▪ The attraction of disinterested teachers will lead to poor student outcomes. ▪ Familiarity with Persian poetry and its use for teachers in the classroom is necessary. ▪ Choosing a teacher to study and study courses is an essential component for further understanding of the absorption process. ▪ The teacher's attraction should be through the University of Cultural Professionals only. ▪ Readiness and familiarity with the teacher's job is essential at the arrival of teachers. ▪ Decision-making at the regional level should be involved in the estimation and recruitment of teachers at the macro level. ▪ The lack of macro-level planning is considered to be a serious damage to the absorption process in the estimation and mode of operation. ▪ Improve and change the way an internship takes place from year to year and the last two years after the completion of theoretical courses and prerequisites and changes from one day to two days. 	<ul style="list-style-type: none"> ▪ Familiarity with the ancient literature of the country, such as Ferdowsi, Saadi, and Hafez, are among the most important components of the teaching profession. ▪ It seems to have chosen teachers from high school. Those who are volunteering today are not really interested in a teacher's job. ▪ The cultural university should be the only way to enter a teacher, and no one else can enter the teacher. ▪ Teachers should be trained at the start of work for a particular purpose, and be sure of the readiness to complete the mission before signing and obtaining certification. ▪ Lack of decision-making at the intermediate level and involvement of the provinces in absorbing the problem from serious damage. ▪ Decisions are floating at the macro level and there is no precise planning to attract. ▪ The ability of a teacher's self-awareness and the ability to control emotions and anger are influential components. The ability to control anxiety and stress, and identify problems for students as well as the ability to solve problems is a function of a teacher. ▪ It is essential to use special tests for the fitting of a job with the individual characteristics of the individual. ▪ Having internal and interpersonal capabilities is a necessity for teachers and an advantage. ▪ In order to create professional competencies in the student's classroom, the internship should be changed from one term to another (instead of a two-year semester). It is necessary to go from the beginning of the classes in schools to the completion of the student in the internship schools, which teachers had already familiar with the internship
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	approaches; also internship should start in the last two years, starting from the second year, and should be held for two days, and then Execute theoretical courses.
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Table 2: General context, main components, subcomponents, frequency, percentage, and ranking of dimensions and components affecting the identification of factors affecting competences and professional qualifications for entering a teacher's job

Row	Main themes	Sub themes	Abundance	Percentage	Rating
1	Competencies and professional qualifications to enter a teacher's job	Teacher self-control	5	78 /0	9
2		Perspectives	7	90 /1	7
3		Job commitment	9	40 /1	5
4		IQ competencies	10	56 /1	4
5		Communication skills	10	56 /1	4
6		Love to be a teacher	11	71 /1	3
7		Competencies of technology and communication	6	93 /0	8
8		Flexibility and respect for religions	5	78 /0	9
9		Ethical and professional commitment	9	40 /1	5
10		Adherence to Islamic values	11	71 /1	3
11		Teacher Performance	7	90 /1	7
12		Teacher Effectiveness	10	56 /1	4
13		Teacher Productivity	11	71 /1	3
14		Personality suit	10	56 /1	4
15		Adaptation to a teacher's job	11	71 /1	3
16		Mental fitness	11	71 /1	3

17	Designing special software to identify and select qualified teachers	12	87 /1	2
18	Interest in writing and translating the book	9	40 /1	5
19	Academic merit	12	87 /1	2
20	Management competencies	9	40 /1	5
21	Skill competencies	9	40 /1	5
22	Having life skills	7	90 /1	7
23	Communication skills	10	56 /1	4
24	Belief in lifelong learning	11	71 /1	3
25	Use of communication technologies	9	40 /1	5
26	An acquaintance with a teacher's job	7	90 /1	7
27	Collaborate with others and help with problems	8	24 /1	6
28	Familiarity with teaching methods	9	40 /1	5
29	Interest in psychology	8	24 /1	6
30	The growth and growth of teachers	7	90 /1	7
31	Familiar with Student Learning Style	10	56 /1	4
32	Full mastery of course content	8	24 /1	6
33	Attention to mental skills	9	40 /1	5
34	Having discipline	6	93 /0	8
35	Communicating	8	24 /1	6
36	Knowledge transfer skill	8	24 /1	6

37		Fair judgment in class	9	40 /1	5
38		Understanding the goals of education organization	4	62 /0	10
39		Practical knowledge	10	56 /1	4
40		Importance and attention to internship courses	14	18 /2	1
41		To anticipate and provide special schools for internships	14	18 /2	1
42		Sense of empathy and intimacy	6	93 /0	8
43		The thirst for learning	11	71 /1	3
44		Development of mental skills	11	71 /1	3
45		Facilitating faculty and developing and promoting scientific, research and professional levels	11	71 /1	3
46		Providing a study opportunity for professors	12	87 /1	2
47		Attention and improving the educational process at the University of Cultural Studies	9	40 /1	5
48		Formation of scientific and research associations	12	87 /1	2
49		Segmentation of the interview by field	9	40 /1	5
50		The cardinal and practical beliefs of Islamic values and adherence to it	12	87 /1	2
51		Have a passion for a teacher job	12	87 /1	2
52		The choice of brave teachers	7	90 /1	7
53		Having problem solving skills	10	56 /1	4

54	The Need for Provisioning the Learning Organization at Farhangian University.	12	87 /1	2
55	Lack of proper planning at macro level	12	87 /1	2
56	Prioritizing and rewarding the elite in attraction	10	56 /1	4
57	The Need for the Development of Philosophy Courses in Students' Content	9	40 /1	5
58	Familiar with Persian poetry	5	78 /0	9
59	Study of the period of study	12	87 /1	2
60	Students' Graduate period Assessment	12	87 /1	2
61	Getting familiar with cyberspace and correct use	10	56 /1	4
62	Self-knowledge skill	6	93 /0	8
63	Anger Control Skill	11	71 /1	3
64	Stress Management Skills	7	90 /1	7
65	Problem-solving skills	8	24 /1	6
66	Guidance tests and job satisfaction at entry	11	71 /1	3
67	Cognitive skills	10	56 /1	4
68	Internal person (knowing) skills	9	40 /1	5
69	Interpersonal skills	7	90 /1	7
	Total	643		

As shown in the table above, among the 69 axes obtained from the analysis of respondents' responses, the importance and attention to internship periods and the prediction and provision of special schools

of internship are among the most important components that should be considered in the process of recruitment at the University of Cultural Studies.

Discussion.

To investigate and identify the factors affecting the factors affecting the competences and professional qualifications of entering a teacher's job, at this stage, theoretical foundations and theoretical foundations in the sources and internal and external texts including of: books, articles, research done inside and outside of the country and sites related to the topic were gathered. First, using the document analysis method, and then using the descriptive-analytical method, a theoretical framework of competencies and professional qualifications for entering a teacher's job was prepared. In this section, the researcher was not able to identify the competency and competency components of entering a teacher's job based on the conceptual framework and citation studies during the survey. From focus group interviews with educators and human resource managers, after having interviewed 18 people were saturated. These responses were read repeatedly and interactively several times, and then re-encrypted.

After the open coding, the resulting data are grouped together based on the common axes that occur between them, and their frequency is computed. Then the axial codes were included in the themes based on the similarities and uncertainties that they had with each other. The covered axis codes were entered into the SPSS software to reveal the frequency and percentage of each in the research using descriptive statistics. Finally, by putting together these data using a synthesis method and using an inferential analytical method, the analysis of the collected information was carried out and the conceptual model was designed and developed, so that one main theme and 69 sub-themes were obtained and selected as follows: teacher self-control, future, job engagement, awareness competencies, communication skills, teacher's Love, Technology Competencies, and Communication, Flexibility and respect for religions, ethical and professional commitment,

adherence to Islamic values, teacher's effectiveness, teacher effectiveness, teacher of productivity, personality competence, adaptation to teacher's work, special software design for the identification and selection of competent teachers, interest in writing and translating books, academic competencies, managerial competencies, skills competencies, having life skills, communication skills, belief in lifelong learning, use of communication technologies, previous acquaintance with teacher's work, cooperation with others and help in problems, familiarity with teaching methods, interest in psychology, the growth and growth of teachers, familiarity with the student's learning style, full mastery of the content of the course, attention to mental skills, discipline, communication, knowledge of knowledge transfer, fair judgment in class, familiarity with the goals of education, practical skills, importance and attention to internship courses, to anticipate and provide special schools for internship, sense of empathy and intimacy, the thirst for learning, the development of mental skills, facilitating the faculty, developing and promoting the level of scientific and research work, providing a study opportunity for the professors, paying attention to and improving the educational process at the University of Cultural Sciences, forming scientific and research associations, separation of the interview based on the discipline, the cardinal and practical beliefs of the Islamic values and adherence to it, having a passion for a teacher's career, the choice of bold teachers, having problem-solving skills, the need to provide conditions for learning organization at Farhangian University, lack of good planning at macro level, prioritizing and rewarding the elite in attraction, the need for the development of philosophy courses in student's content, familiarity with Persian poetry, studying from the period of study, graduate assessment of students, familiarity with cyberspace and correct use, self-awareness skills, anger control skill, stress management skill, problem-solving skills, conductivity tests and job satisfaction at entry, cognitive skills, Internal person (knowing) skills and interpersonal skills.

CONCLUSIONS.

The results of the findings showed that among the analysis of 69 respondents' responses, the importance and attention to internship courses and the anticipation and provision of specialist schools of internship are among the most important factors that should be taken into consideration at the University of Cultural Studies in the process of entering a teacher's occupation. In the works and research of many scholars, emphasis has been placed on the examples presented in identifying the components that influence the competencies and professional qualifications of entering a teacher's profession. Therefore, identification and training of these skills will have a significant impact on improving the quality of teaching in education and training.

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Conflict of interests.

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