

Curriculum Vitae

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Last Up Dated: 23 March 2008

Occupation:

Head of research center of Iran Management and Productivity study, faculty member of Tarbiat Modarres University- Faculty of Management and Economics- Department of Management.

Address:

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1. EDUCATIONAL RECORDS:

<u>Degree</u>	<u>Institution</u>	<u>Field of Study & Research</u>	<u>Date</u>
B.Sc	Iran-Karaj-supreme school of mathematics and economical management	Management	1979
M.Sc.	StateUniversity of U.S.A	Organizational improvement Management	1980
Ph.D.	StateUniversity of Organ	Organizational behavior Management	1990

2. Educational Activities

2.1.Courses of bachelor

Shahid beheshti university, University of Tehran, Tarbiat modarres university (T.M.U), Faculty of Eco.

- Management principals

- governmental management basic
- organizational behavior

2.2. Courses of M.S.c

University of Tehran, Tarbiat modarres university (T.M.U)

- Advanced organizational behavior
- Human Resource Management
- Communication Dynamic Models
- Teaching methodology
- Psychology Of Teaching
- Management Theories

2.3. Courses of P.H.D

- Communicational Models in Organization
- Human Resource Strategic Management
- Advanced Human Resource Management
- Advanced organizational behavior
- Comparative Systems

3. RESEARCHActivities

3.1. Scientific PAPERS

- 1 - *Evaluation criteria of work conscience and methods for reviving it*, TheSeries of papers in the conference of scientific ways survey of work conscience imperium and social discipline, 1996.
2. *Position of managers training programs and its role in the development of KermanshahProvince*, Conference of background recognition, Cultural competencies and capabilities of Kermanshah province, 5/5/1997.
3. *Cultural identity, Ahmad ali khaefelahi, sohrabi ,tayyebi, ramehi*. Cultural competencies and capabilities of Kermanshah province, 6/5/1997.
4. *Selection of students prone forces for learning managerial skills*, phd Adel Azar, Ahmadali Khaefelahi, research project,1998.
- 5.*A New vision at the performance evaluation system, the nature, content and functions*, ahmad ali khaefelahi, gholamali tabarsa, modarres Quarterly, 1998.
- 6.*Designing and defining of decision making appropriate patterns of senior managers*, ahmadali khaefelahi and abdollah hoseini, modarres Quarterly, 1999.
- 7.*Organizational culture in industrial manufacturing environments of Iran*, ahmadali khaefelahi and saeed ghazitabatabaei, modarres journal, 1999.
- 8.*The plan to promote of government employees social status*, Ahmadali khaefelahi, Scientific report, Management and programming organization of Iran, 20/5/2000.
9. *Design of managers continuous learning model of Jihad*, Ali akbar ahmadi, Ahmad ali khaefelahi, Resesarch and manufactureral, summer 2001, consequent 51 in natural resources.
10. *Organizational Conflict reduction model*. Modarres journal, 2001.
11. *Design of advanced technology development counseling center, required for metal industries small units*, Ahmadali khaefelahi and Hasanzadeh, alireza, 21/1/2002.
12. *Design of working group diversity influence model on performance with respect to the role of conflict*, Ahmadal Khaefelahi and Hadizade,Akram, modarres Quarterly 10/3/2002.
13. *Suitable privatization model for organizations of Iran*, 2002.

14. *Pattern of successful managers in British Journal*, Human forces management, 2004.
15. *Evolution create in management of agricultural department by development approach and strengthen of formations and non-governmental organizations*, Mortazavi, M and Khaefelahi, A, *agricultural economic and development*, winter2005, pg.73-91.
16. *Effective leadership: success golden key in learning organizations*, Khaefelahi, A, 4th International Conference on Industrial Engineering, Nov 2005.
17. *Design of human resources planning comprehensive system in power industry*, Khaefelahi, A and Rajabzadeh, A, abstract, *Management and ProductivityStudyCenter*, 20/12/2006.
18. *The model for determining the effect of market orientation on business performance in regard with marketing capabilities in the chemical industries*, Rezaee dolatabadi, H and Khaefelahi, A, *humanities modarres Quarterly*, No.44, pg.131, Spring 2006.
19. *Presentation of organizational knowledge creation process model: Explain the role of trust in organizational knowledge creation*, Khaefelahi. A, Mottaghi. P, Mohammadi. M and Gheytasi. F, *The first National Conference of knowledge management*, international meetings center, 2/2/2007
20. *Participatory ethics: Basic of total quality management*, Khaefelahi, A. *Scientific-Promotive*, Asre modiriat issue, 2007.
21. *A conceptual model for ethnic diversity managing in the organization by national unity approach*, Khaefelahi, A and Shahtahmasebi, *National conference on national unity of strategies and policies*, win 2007.
22. *Evolution create in management of agricultural department by development approach and strengthen of formations and non-governmental organizations*, Mortazavi, M and Khaefelahi, A, *agricultural economic and development*, Pgs 73-99, 2007.
23. *The survey of employment model applying effect based on data mining on the rate of workers turnover*, Khaefelahi, A. Mttaghi, P and Sebt, M.V, *The first National Conference of data mining*, 2007.
24. *Performance evaluation challenges in organizations of based on team*, Khaefelahi, A. *Scientific- Promotive*, Asre modiriat issue, 2007.
25. *Designing of reputation model for the banks of Iran with emphasis on stakeholders perception differences*, *The first National Conference of knowledge management*, 2007.
26. *Exploration of black holes in the virtual organization*, Moshabbaki, A. Khaefelahi, A. Mottaghi,P and Sebt, M.v. *The 5th Management International Conference*, 18/12/2007.
27. *How to interaction Small Industries Organization and Industrial towns of Iran to industries formations*, *Research project report*, *Iran Management and ProductivityStudyCenter*, 6/11/2008.
28. *The role of information technology in human resource development in order to achievement competitive advantage for organizations*, A. Khaefelahi, A. Mottaghi,P. Safari.M. 5TH International Conference on Management and ICT, 18/2/2008
29. *Explain the pattern of effectiveness of Iran public organizations based on the housemaid leadership role* ,Khaefelahi. A, Danaeefard. H, and Noroozi. M, *humanities modarres Quarterly journal*, 2008.
30. *Designing of reputation model for the banks of Iran with emphasis on stakeholders perception differences*, Moghbel, A. Asgari.GH. and Khaefelahi. A, *humanities modarres Quarterly*, No.59, pg.265, win2008.
31. *Designing of fair human resource management model (deterministic - Fuzzy approach)*, Azar, A. Khaefelahi, A. Danaeefard, H. Alipour, Z., *Human Resource Management Research Journal*, Vol.1, No.2, spring 2009.
32. *Effect of emotional intelligence on restraint*, Khaefelahi, A. *management & development*,

scientific- promotive Quarterly journal, 22/6/2009.

33. *A model for organizational health promotion, the survey of the first emotional aids role, Khaefelahi, A. Mottaghi, P. Sebt, M.V and asgarian, E. management & development, scientific-promotive Quarterly journal, summer 2009.*

34. *The effect of human resource management audit on organizational profitability in the cement industry of Iran, Khaefelahi, A. Memarpour, M and Mottaghi, P. 7TH Management International Conference -Iran, 22/12/2009.*

35. *Strategic management practices and its relationship with the staff creativity of Islamic Republic of Iran radio assistant, Khaefelahi, A. Sharafi, Z. and Memarpour, M. 4th International Conference of Strategic Management-Iran, Jan 2010.*

36. *Designing a model for social monitoring of human force and consequences of communications between the individual, Alipour, Z. Khaefelahi, A. modarres journal, 13/3/2010.*

37. *Human resources management audit in the cement industry of Iran and its role in improving organizational productivity, Khaefelahi, A. Memarpour, M and Mottaghi, P, management culture scientific- promotive Quarterly journal, Mar 2010.*

38. *Effect of human resource management audit on the quality of work life in the cement industry of Iran. Khaefelahi, A. Memarpour, M and Mottaghi, P, management & development, scientific- promotive Quarterly journal, Apr 2010.*

39. *Employees social status in Iranian public governmental organization: effect on individual and social factors. Khaefelahi,A. Anvari, A. Khodadad Hoseini, S.A. Azar, A and Hasanzadeh, A. Singapore Management Review. 2006.*

40. *Create an emotional intelligence, management & development, scientific-promotive Quarterly journal.*

3.2. RESEARCH STUDENTS SUPERVISED

3.2.1. Supervisory of 28 Master Thesis:

1. *Dinarvand (1993), Study and compare the academic achievement of bilingual students of primary school with normal students in Khuzestan Province*

2. *Frahad maleki ranjbar (1994), Relationship between level of managers knowledge from the necessary skills and the stress of them (managers high schools in Tehran).*

3. *Kaveh (1995), Effect of using computers on productivity of hospital projects design.*

4. *Izadiseresht (1995), The role of Tehran international trade exhibitions in marketing of Iranian companies products.*

5. *Mozafari (1996), The impact of implementation of the Merit Pay Project on performance and job satisfaction of physicians in health centers of Social Security Organization.*

6. *Asefi (1996), The relationship between participatory decision making and job satisfaction of Islamic Republic of Iran Railway Company personnel.*

7. *Talaei (1996), Evaluation of manpower planning in the oil exploration company.*

8. *Sadighi (1997), Relationship between management styles and personality type and stress level of staff in level of the Hamadan Jihad ministry managers*

9. *Majidi (1998), The effect of displacement on organizational commitment and job satisfaction*

10. *Yabloeei (2000), The survey of cultural factors and its effect on managers decision-making patterns*

11. *The role of the customs system in facilitate of goods imports affairs in Tehran executive customs, Tarbiat modarres university (T.M.U), 2001.*

12. *Eskandari (2001), Evaluation of educational programs for refah Bank.*

13. *Mohammadi (2001), Evaluation of ways to staff empowerment in refah bank.*

14. Amrollahi (2001), *The study of barriers to human resources effective treatment of Iran Khodro sales organization.*
15. Kargar(2001),*The survey of Relationship between family pattern and style of management of the Yazd province managers.*
16. Siahatgar (2002),*Study of affecting factors on technology transfer and absorption in the industry of industrial Boilers, Tarbiat modarres university (T.M.U).*
17. Ghaleei (2002), *Discovering and determining the importance of effective factors on motivation of Azarab industries company generative employees.*
18. Korbaband (2002), *Discovering and determining the importance of effective factors on motivation of Azarab industries company headquarters employees.*
19. Taghva (2002), *Effective Factors on job satisfaction of female personnel in the Tehran office of Azarab company.*
20. Jafari (2002),*The survey of organizational culture Effects on job satisfaction of PoliceUniversity personnel.*
21. Takfallah(2005), *The survey of the relationship between entrepreneurship organizational factors and organizational trust.*
22. Malekmohammadi (2005),*The survey of border characteristics of Iran and the Nakhichevan and how to borders traffic control*
23. Adibi (2008),*Prioritizing of effective administrative factors on personnel efficiency progress*
24. Memarpour(2008),*The study of human resource management audit application Effect on the organizational key outputs in the cement industry of Iran.*
25. Moghimi (2008),*The study of employee services compensation system Effect on customer satisfaction in sport clubs*
26. Sharafi (2008), *Strategic Management and its relationship with Iran radio staff individual performance improvement in the family group.*
27. Khoshbakht (2009), *Identify and prioritize of effective human resource management factors on promotion of staff efficiency.*
28. Seraj, *Evaluation of short-term training programs in the Islamic Republic of Iran Railway.*

3.2.2. Advisor of 27 Master Thesis

1. Sheykhi feyzi (1992),*Relationship between control source achievement motivation and academic achievement in high school students in Bandar Abbas.*
2. Alavi (1998),*Design of Optimum Organizational structure in Tehran traffic Organization.*
3. Dastranj (2000),*The survey of information technology Effects on organizational structure.*
4. Abdali (2000),*The survey of ways to decentralization in Iran customs structure.*
5. Asgari (2001),*Designing the mathematical model of employees motivating optimum combination.*
6. Changizi (2001),*The effects of Encourage and punishment system on employee job satisfaction, in TarbiatModarresUniversity*
7. Banar (2002),*The survey of the capacity of rural Islamic Councils responsibility.*
8. Ahmadi (2002), *The Comparative survey of information technology effects / information systems on organizational structure.*
9. Moarefi(2002), *Determination of appropriate structural model for rural development management system based on the economic, social and cultural Third Plan.*
10. *The presentation of information technology using Model and information systems and its impact on successfully of industrial organizations, Tarbiat modarres university (T.M.U),2002.*

11. Arabsalmani (2003), *The survey of Relationship between organizational culture based on Islamic values and personnel organizational behavior of NAJA administrative schools, Tarbiat modarres university(T.M.U).*
12. Sarafranz (2003), *Defining the appropriate model for Tehran high schools managers educational assessment.*
13. Fadaei (2003), *The survey of managers theoretical acquaintance scale with MS techniques and their practical use in manufacturing industries.*
14. Arabkhalhori (2003), *Effect of personal communication barriers on the creation of organizational conflict (in the Tehran government high schools).*
15. Fadaei ashkiki(2004), *The survey of Relationship between the industry managers familiarity degree with the management knowledge techniques and applying techniques in manufacturing industries.*
16. *Designing and explaining an Intelligent model for determining the level of learning organizations, 2005.*
17. Saremnejad (2005), *The mixed survey of Pakshoo company products appropriate promotion from the viewpoints of customers in Tehran using TOPSIS.*
18. Shafeenejad(2007), *The survey of Relationship between leadership behavioral styles and models of decision making in educational programming and research organization.*
19. Toofani asl (2007), *Promoting political participation of Iranian citizens: defining the role of political marketing*
20. Rabiee(2007), *The study of entrepreneurial opportunities in ShariatiHospital.*
21. Bohrani (2007), *The study of compliance scale departments of education and training with learning organizations system model (SLOM)-case study: Education Department of Khoy City*
22. Hoseini (2008), *Designing produce strategy mathematical model of Saravan ventilation Industries Company by using topsis algorithm.*
23. Panji (2008), *Designing human resources adjustment mathematical model for preventive and maintenance programs.*
24. Davoodi rad, *Youth moral education in sahife sajjadie.*
25. Naghdi eshratabad, *Education from the viewpoint of Allameh Tabatabai.*
26. Rezaee, *Relationship between adolescent moral evolutions (female) with educational attitudes of parents.*
27. Movafegh, *Effect of educational programs on the work conscience in the Refah bank.*

3.2.3. Supervisory of 12 PH.D Dissertations.

1. Hoseini, A. (1996), *Designing and explaining senior managers decision making appropriate pattern of public universities affiliated to the Ministry of Culture and supreme (advanced) Education.*
2. Tabarsa (1998), *Designing and determining managers Performance Evaluation pattern in the trade institutions.*
3. Ghazi tabatabaei (2000), *Iranian organizational effectiveness culture.*
4. Ahmadi (2000), *Designing managers continuous learning model of Jihad ministry.*
5. Hadizadeh moghadam (2002), *Designing working groups diversity effect model on of influence on functional-cognitive performance with respect to the role of conflicts in Kosar economic organization.*
6. Rezaee (2003), *Designing customer labyrinth management model in the chemical industries of Iran.*
7. Mortazavi (2003), *Design of administrative evolution pattern with approach of creating and strengthening of non-governmental organizations.*

8. Design of policy-making model in marketing of Iran tourism industry, Tarbiat modarres university (T.M.U), 2003.
9. Rezaee dolatabadi (2005), Designing market orientation influence model on business performance with respect to capabilities of the marketing.
10. Noroozi (2007), Explain of organization effectiveness model based on role of housemaid leadership.
11. Mottaghi (2008), Successful CEO Job performance modeling: Explain of the personality effect on job performance through competency.
12. Momeni (2009), Designing and defining authentic leadership developed model based on the views of Allameh Tabatabaei.

3.2.4. Advisor of 14 PH.D Dissertations

1. Dorri nokorani (1994), Designing and explaining management succession planning model in the large enterprises: A mathematical approach.
2. Zareematin (1995), Defining organization culture based on Islamic values set up on job satisfaction from the work environment.
3. Haghighi (1996), Investigation and explaining the suitable structural pattern for Privatization of the public sector (seaports and Shipping Organization)
4. Keshtkaran (1996), Burn out management operational Effect / Reduction of stress among the nurses of Shiraz Medical Sciences University.
5. Naderi (1998), Design and explain of productivity behavior pattern based on Committing to provisions of Islamic ethics.
6. Allameh (1999), Development of Walton work life quality model based on Islamic values with emphasis on Nahjolbalaghe in determining its impact on the reduction of mental stress.
7. Vaezi (2001), Designing and explaining organizational satisfaction management model in the family.
8. Malek akhlagh, (2001), Designing model of policy making in tourism industry marketing of Iran, (T.M.U).
9. Mobaraki (2002), Presentation of information technology Applying model and information systems and their impact on the success of Industrial Organizations, (T.M.U).
10. Ghorbanizadeh (2004), Designing and explaining an intelligent model for determining the level of organizations learning (Case study: Piece construction industry).
11. Asgari (2007), Designing company reputation model in regard to approach of path analysis and neural networks in the banks.
12. Hamdan (2007), Designing leadership appropriate model in the management of Lebanese organizations (manage of hospitals).
13. Alipour, Designing fair human resource management model.
14. Fani, Designing executive managers training system model of education ministry.

3.3. ADMINISTRATOR OF RESEARCH PROJECTS:

1. Designing research structure of NAJA (Islamic Republic of Iran police), 1993.
2. Shahid Beheshti research project: "selection of talented students for training management skills." Management and Planning Organization of Iran, 1998-2000.
3. Skills and competencies of Iranian successful managers, Management and Planning Organization of Iran, 2000.
4. Research project "man power comprehensive system of finance administration office of Islamic Republic of Iran Railway company, Islamic Republic of Iran Railway company, 2000.

5. Research project "designing consultation centers of needed advanced technology development for metal industries small units", Ministry of Industries and Mines-Iran,2000-2002.
6. Research project "Social status promoting plan of government employees", Management and Planning Organization of Iran, 1998-2000.
7. Research project "designing consultation centers of needed advanced technology development for metal industries small units", 2003.
8. Social status promoting plan of government employees, Management and Planning Organization of Iran, 2003.
9. Barriers for marry of students, Tarbiat modares university (T.M.U), 2003.
10. Research project "Observational plan of small industries organization transaction and Iran industrial towns with industrial formations (organizations), Organization of small industries and industrial towns of Iran), 2006-2008.
11. Research project "Designing comprehensive system of manpower planning in electric industry", Tavanir Company (Company of production and transfer of electric power in Iran), 2004-2006.
12. Designing manpower planning comprehensive model in electricity industry, Tavanir Company (Company of production and transfer of electric power in Iran), 2007.
13. Designing Internship needs assessment model needs of small industries, small industries organization, 2008.
14. Job satisfaction application Comprehensive analysis of Iran gas transfer company employees and providing additive solutions, Iran gas transfer company, 2010.

3.4. ADMINISTRATIVE ACTIVITIES

1. Research Assistant of Adult Literacy Methods International Institute (1990-1992).
2. Research Assistant of Adult Education Institute - Ministry of Science and Research (1991-1993).
3. Group manager of Department (Faculty) of Humanities in TarbiatModarresUniversity (T.M.U) (1991-1993).
4. Membership in Management Group Special Committee, Faculty of Humanities in TarbiatModarresUniversity (T.M.U) (1991).
5. The main member of planning staff in TarbiatModarresUniversity (T.M.U) (1991-1992).
6. Member of Graduate council in Faculty of Humanities. TarbiatModarresUniversity (1992-2007).
7. Administrator of PlanOfficeKhajehNasirUniversity (1993)
8. Representative of Culture Ministry in order to inspection of research centers, Productivity Research Institute of allameh Tabatabaei University (1994).
9. Representative of Culture Ministry in order to inspection of research center, sociology Research Institute of Iran Sepehr (1994).
10. Member of Humanities Faculty Research Council of TarbiatModarresUniversity (1992-1994).
11. Head of Education Department in Faculty of Humanities, TarbiatModarresUniversity(1992-1994).
12. Membership in students disciplinary committee TarbiatModarresUniversity(1992-1994)
13. Research Council Secretary in Faculty of Humanities, TarbiatModarresUniversity (1991-1995).
14. Department manager in Faculty of Humanities, TarbiatModarresUniversity (1993-1995).
15. Humanities science Advisor of student adjutancy in Ministry of Science and Research (1993-1995).
16. Assistant of plan and program - KhajehNasirToosiUniversity (1993-1995).

17. Humanities Department Council member in the specialized committee of Education, Research adjutancy of Culture Ministry (1993-1995).
18. Faculty member of Management Group in TarbiatModarresUniversity Humanities Faculty (1993-1995).
19. Department manager of Psychology and Education in TarbiatModarresUniversity Humanities Faculty (1994-1995).
20. Research Council member in Iran Management and ProductivityStudyCenter (1994-1995).
21. Graduate committee member of management group inTarbiatModarresUniversity Humanities Faculty (1995-1996).
22. Representative of Culture Ministry in order to inspection of research centers, Humanities Research Institute affiliated to the Samt organization (1996).
23. Implementation of research project, police station of Islamic Republic of Iran (1997).
24. Representative of Culture Ministry in order to inspection of research centers, UNESCOResearchCenter (1997).
25. Vice chancellor of Humanities group, Research adjutancy Culture Ministry (1995-1997).
26. Director of Applied Research in Faculty of Humanities-TarbiatModarresUniversity (1995-1997).
27. Humanities group Council member in management specialized committee, Research assistant of theCulture Ministry (1995-1997).
28. Office answerable of relation with Researches in Humanities Faculty (1995-1997).
29. Member of Education and Research council in Faculty of Humanities, TarbiatModarresUniversity (1996-1997).
30. Member of Applied Research Council, TarbiatModarresUniversity (1996-1997).
31. Member of Research and Education Council in Faculty of Humanities, TarbiatModarresUniversity (1996-1997).
32. Member of management group council in Faculty of Humanities, TarbiatModarresUniversity (1996-1997).
33. Member of Humanities Faculty Research Council -TarbiatModarresUniversity (1995-1998).
34. Member of management group specialized Council in Faculty of Humanities, TarbiatModarresUniversity (1998).
35. Member of management group specialized Council in Faculty of Humanities, TarbiatModarresUniversity (1996-1998).
36. Member of Research and Education Council in Faculty of Humanities, TarbiatModarresUniversity (1997-1998).
37. Vice chancellor of Research adjutancy Humanities Secretary- Ministry of Science and Research (1994-1999).
38. Member of managementgroup specialized Council in Faculty of Humanities, TarbiatModarresUniversity (2002-2003).
39. Faculty members of the Police Research supreme Center, the police of Islamic Republic of Iran (1996-2005).
40. Group Manager of Planning and Management, TarbiatModarresUniversity(2006).
41. Member of Management group specialized Council in Faculty of Humanities, TarbiatModarresUniversity (2004-2006).
42. Member of Humanities Modarres Journal editorial board (management group), TarbiatModarresUniversity (2006).
43. Member of Education and Research council in Faculty of Humanities, TarbiatModarresUniversity (2007).
44. Member of Humanities Faculty managers Council, TarbiatModarresUniversity (2007).
45. Group management of Management and Planning, Iran Management and

ProductivityStudyCenter (1996-2007).

46. Member of educational groups managers Council, TarbiatModarresUniversity (2004-2007).

47. Manager of Management Department - Faculty of Humanities-TarbiatModarresUniversity (2005-2007).

48. Member of management group specialized Council in Faculty of Humanities, TarbiatModarresUniversity (2005-2007).

49. Manager of Management and PlanningDepartment inIran Management and ProductivityStudyCenter(2005-2007).

50. Manager of management department, TarbiatModarresUniversity (2005-2007).

51. Membership in Council of humanities Texts and Books study, Ministry of Science, Research and Technology (2007).

52. Member of Research Projects Joint leading Special Committee for University and Banke melli, TarbiatModarresUniversity (2008).

53. Administrative and financial assistant of SadraUniversity (2008).

54. Member of Management Group Graduate committee - TarbiatModarresUniversity (1993-2008).

55. Member of Research Council in Iran Management and Productivity study center (2002-2008).

56. Head of research center of Iran Management and Productivity study (dependent to TarbiatModarresUniversity) (2009 up to now).

57. Manager of Planning and Management Department-Iran Management and Productivity study center (1993 up to now).

58. Group manager of Iran Management and Productivity study center(dependent to TarbiatModarresUniversity)-(1996 up to now).

59. Member of Management groupGraduate Council, TarbiatModarresUniversity (1993 up to now).