Modeling employee satisfaction in organizational transformation process using vinegar flies optimization algorithm (Case Study: Islamic Azad University, Rasht Branch)

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The human resources of organizations, which are primarily the main source of innovation in organizations, must belive it at all levels of the knowledge that the basis of sustainability in the competitive world and the complex domestic and international markets today depends on creativity and innovation, and all forces They should work in this direction. In the meantime, what ensures the development of the category and guarantees the survival of the organization is human resources, the role of man in the organization and the kind of look at him will have a significant role to the success or failure of the organization. However, human resource management in organizations faces numerous challenges, most notably employee dissatisfaction with administrative change. This dissatisfaction lead to, lack of motivation, lack of productivity, lack of employee participation, and even the abandonment of employee collaboration with the organization. But HR managers can solve these challenges or prevent them reaching most of them by paying attention to the satisfaction of their employees. Today, despite the great importance of job satisfaction, unfortunately, in Iran, for many reasons, including vagueness of organizational goals, lack of proper supervision of managers, lack of attention to the full participation of employees and managers in the development, lack of a future job design and lack of proper definition of relationships Work and personal relationships have led to the lack of a specific mechanism for human resource quality, and even this mechanism is not taken seriously. The use of new methods for evaluating data is also a new approach that eliminates human error in a one-way analysis. Therefore, in this research, employee

satisfaction in the process of evolution will be investigated by vinegar optimization algorithm.

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