

Provide a model for ion of municipality managers to distinguish five assistants a multi-criteria decision-making approach

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Abstract Choosing the most appropriate human resources accurately and purposefully is one of the key factors that will lead to the success of an organization. One of the main steps in this process is ing the most appropriate factors affecting the future performance of employees. The purpose of this study was to identify factors and prioritize them to managers of the municipality of Rasht separately the five departments with multi-criteria decision-making approach. This research in two dimensions identifies effective factors for ing a person for a post of deputy in the municipality of Rasht: First identification of the main criteria; second identification of sub-criteria. To do this, by studying theoretical foundations, the criteria for ing a person for a post of deputy in the municipality of Rasht were extracted and then presented to experts in a separate questionnaire. Among them, 7 main criteria and 21 sub criteria for the research were ed. The four-level AHP method was used to rank the main criteria. The results of the AHP method showed that the main criterion of "scientific skills" is the most important criterion for ing managers in the municipality of Rasht. Also, "Human Development Planning and Development Deputy" was identified as the most important vice chancellor of the municipality of Rasht.

Keywords : Keywords: ion of Managers, Multi-Attribute Decisions, AHP, Topsis.

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