

Identifying effective factors on management competence in the education department of Guilan

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This research was carried out with the aim of identifying and analyzing the factors affecting managers' competence in educational institutions of Guilan province. The type of research is based on the objective and in terms of the nature and method of the research, a descriptive survey type. The data collection tool was a researcher-made questionnaire, which has been compiled by using extensive studies and the opinion of scientific and practical experts in the field of research. The data analysis was done to identify and prioritize the proposed indicators for the conceptual model of the research, structural equation modeling using SmartPLS 2.0 software. The findings of the research showed that the managers' eligibility model is classified into two sub-competencies based on the ability and competency based on the desire, and each of these sub-branches has three dimensions. So that the dimensions of the variables of competencies based on the ability to prioritize are: intellectual and mental competencies, managerial competencies and affective and emotional qualities. Also, desires-based competencies are also priorities in terms of work commitment, ethical competence, and work satisfaction.

Keywords : managers' Competency, ability-based competencies, desire-based competencies

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