

Abstracts

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Designing and explaining a sustainable entrepreneurship model in Iranian knowledge-based companies

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Abstract

In today's complex and fast-paced world, where competition in economic, technological, and social arenas is intensifying, sustainable entrepreneurship emerges as an innovative and transformative approach that plays a vital role in balancing economic objectives, social responsibilities, and environmental requirements. This form of entrepreneurship not only creates economic value and profitability for stakeholders but also contributes to improving the quality of life in communities and mitigating the negative impacts of human activities on the environment. In this context, knowledge-based companies, as the driving engines of innovation and technological development, possess significant potential to implement the principles of sustainable entrepreneurship within a knowledge-driven economy. Accordingly, the present study aims to design and explain a model of sustainable entrepreneurship in Iranian knowledge-based companies using the Grounded Theory approach. Adopting a qualitative research methodology and following the Strauss and Corbin (۱۹۹۸) grounded theory approach, this study explores the various dimensions of sustainable entrepreneurship in these companies. The research process began with a systematic

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review of 226 articles, from which 99 relevant studies were selected for detailed analysis. In addition, semi-structured interviews were conducted with company managers, policymakers, university professors, and managers of science and technology parks. The data were analyzed through three-stage coding (open, axial, and selective). The findings indicate that sustainable entrepreneurship is influenced by causal factors such as individual and entrepreneurial characteristics; contextual factors including market dynamics, government policies, and culture; and intervening factors such as management practices, financial and human resources, and technology. Strategies such as innovation, human resource development, and value creation lead to outcomes including sustainable growth, job creation, and competitive advantage. Ultimately, the study concludes that achieving sustainable entrepreneurship requires the effective integration of individual, organizational, and institutional factors, along with appropriate government support and policy-making.

Keywords: Entrepreneurship , sustainable entrepreneurship, knowledge -based companies , policymaking.

The Optimal Pattern of Cash Holding Level in the Development of Iran's Capital Market

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Abstract

Cash is the lifeblood of any business. Having enough cash to cover day-to-day operating expenses, pay bills and invest in growth opportunities is essential. However, having too much cash can also be detrimental to a business, as it can be unplanned and produce no returns. Therefore, determining the optimal level of cash holdings for a business is very important. In this regard, the present study was investigated with the aim of identifying and explaining the optimal model of the cash holding level between ۲۰۱۱ and ۲۰۲۲ in Tehran Stock Exchange. For this purpose, using the studies conducted in the past periods (result-based meta-analysis), ۸۳ variables were identified and given to ۱۰ experts, and according to their opinions, they were classified into ۶۳ variables and ۱۲ groups (Delphi analysis). Optimization tests, including the best variables with a high coefficient of determination and minimum root sum of squared errors, ۶ groups of verified variables, including industry characteristics, quality of accounting information, risk criteria, market criteria, performance characteristics and financial constraints,

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respectively with coefficients (-۰.۰۱۶۲), (-۰.۰۰۰۷), (۰.۰۰۹۴), (۰.۰۰۱۲), (۰.۰۰۱۳), (۰.۰۰۱۴) explain the optimal points of a company's maintenance level.

Keywords: Optimal Pattern of Cash Holding Level, Cash Holding Level, Effective Factors of Cash Holding.

Exploring the Challenges and Reform Pathways of Science and Technology Financing in Iran, Based on the Experience of Development Plans

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Abstract

Despite the provisions for supporting the S&T financing system in development plans, statistical evidence indicates that the performance of this system has been below the anticipated targets. This study, using an institutional approach and an analysis of the financial governance structure of science and technology, categorizes and examines the issues of S&T financing in Iran. Through analyzing policy trends from the Third to the Seventh Development Plan, it evaluates the existing challenges. The findings show that Iran's S&T financing system faces challenges in four main areas: (۱) budgeting and allocation of public funds, (۲) revenue generation and resource mobilization from the business sector, international sources, and philanthropic contributions, (۳) institutional and legal issues, and (۴) efficiency, effectiveness, and targeting of resources, as well as mission-oriented and demand-driven financing. Reforming the S&T financing system requires a revision of institutional governance, enhancing the effectiveness of existing tools, and designing measurable and mission-oriented mechanisms within the framework of mid-term policies.

Keywords: Science and Technology Financing, Research and Development Intensity, Institutional Governance, Development Plan, Non-Governmental Resources.

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Investigating the impact of economic stabilization policy on investment in Iran within the framework of the stochastic dynamic general equilibrium model

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Abstract

In this research, firstly, an open economy model including demand, supply, and policy-making sectors has been modeled and designed, and then the structural parameters of the model have been estimated using seasonal data from ۲۰۱۰-۲۰۲۰. After estimating the parameters of the model by simulating financial and monetary shocks, their effects on economic welfare variables were investigated. Based on this, due to the assumption of price stickiness, an expansionary monetary policy in the form of increasing the monetary base can increase real variables in the short term, which include consumption, investment, capital, and production. Therefore, if the monetary policy maker's tool includes one of the monetary aggregates, then by changing it, we can see its effect on real variables in the short term, but in the long term, we may see the neutralization of money by adjusting the price level, and therefore the real effects. Such a policy will fade. The theoretical results of solving the money model in the utility function using the optimal control method indicate that with the decrease in the money growth rate, the nominal interest rate and inflation will decrease and lead to an increase in real money balances; But it does not affect the level of production and consumption of the uniform situation. As a result, with the decrease in the rate of monetary expansion, the welfare level of the situation increases uniformly. Also, the results of valuing the parameters of the model based on the facts of Iran's economy and sensitivity

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analysis show that by reducing the growth rate of money supply from 22% in the basic state to 12% during 10 periods in a uniform state, it causes a decrease in the inflation rate from 46/ 19% has become 10.57%. Also, the real balances of money per capita increased from 0.1304 to 0.1352 and the level of welfare per capita increased from 129.17 to 160.17. In the framework of the money model, in the utility function, per capita production and per capita consumption do not change.

This research can help policymakers make better decisions to improve investment conditions and economic growth by better understanding the effects of economic stabilization policies.

Key words: General equilibrium model, economic stabilization, investment, stochastic dynamic general equilibrium model

Assessing the Allocation of Health Expenditures and Its Impact on Health System Performance Indicators

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Abstract

The health budget encompasses a wide range of expenditures collected from various financial sources and expend on the health system. Broadly categorized, the most important of these expenditures include prevention, treatment, education and research, and capital formation of health service-providing institutions. In addition to the importance of revenue collection methods, the allocation of the health budget is also highly important and directly affects the overall performance of the health system. The aim of this study is to explore ways of achieving a more efficient allocation of these resources in order to improve the level of health and the productivity of the health system.

In this study, after extending the Baltagi health status framework and developing a new model, quarterly time-series data of the Iranian economy from ۲۰۰۱ to ۲۰۲۱ were applied. To assess health status, three main indicators were employed: life expectancy, crude mortality rate, and infant mortality rate. The results show that while health budget expenditures are highly imbalanced—about ۸۵% being allocated to treatment—these expenditures, and particularly treatment expenditures, have a positive and improving effect on all

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three key health indicators. However, the relatively higher estimated coefficients for preventive expenditures highlight the superior priority of this category compared to treatment. Therefore, prevention expenditures are preferable to treatment expenditures, and increasing their share can contribute to improving health status and performance indicators. Moreover, among education and research expenditures and capital formation of health service-providing institutions, the latter demonstrates higher priority, as it positively affects both life expectancy and crude mortality rate.

Keywords: Budget allocation, Health system, Health expenditures, Iran

Application of machine learning to predict complex nested solutions in hierarchical programming

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Abstract

Nowadays, due to the need to reduce costs and increase productivity, we are always witnessing the emergence of new methods in the field of production and operation management, hierarchical production planning is also considered as one of these methods, which has been the subject of considerable research in the past few decades. has been done., therefore, the present research is looking for the application of machine learning to predict complex nested solutions in hierarchical planning. Data collection, this research is descriptive-analytical and library studies were used to collect information. Descriptive researches are used to investigate the existing conditions in order to know more in order to help the decision-making process. The statistical population of the current research is the Mobarake Steel Company of Isfahan. Considering that the research data is few. Data extraction is done from existing documents. As a result, the studied sample is data related to production, cost and financial performance in the years ۲۰۱۵-۲۰۱۹. Sampling in this research is purposeful. Library and field methods were used to collect information in this research. Library studies were used as a foundation to formulate the theoretical framework of the research, and the field method was also used to obtain information about Mobarake Steel Company.

Keywords: Machine learning, predictive solutions, planning, hierarchy.

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Presenting a risk assessment model for the stability of the automotive supply chain

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Abstract

This research was done with the aim of providing a sustainability risk assessment model in the supply chain of the country's automotive industry. The research method was of qualitative type in the method of implicit analysis. The statistical population was experts and experts in the automotive industry, and considering that the semi-structured interview reached saturation with ۱۵ interviews, a total of ۲۵ people were used as experts to complete the questionnaires. The research tool was a researcher-made questionnaire. The results were analyzed based on thematic analysis and fuzzy Delphi. The results showed that by using the theme analysis, ۵۴ primary codes in ۸ main themes including financial and economic risks, innovation and competitiveness, green supply chain management, global supply chain risks, technological, social and labor, legal and regulatory and health risks. The workforce was identified. The results show that financial and economic risks and innovation and competitiveness are the most important themes with average ratings of ۱.۲ and ۱.۸, respectively, while workforce health and legal and regulatory risks are the least important with average ratings of ۸.۰ and ۷.۰. Also, Friedman's test shows a significant difference in the ranking of identified themes. These results emphasize the importance of paying attention to financial strategies and innovation in the supply chain

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and clarify the need for comprehensive and coordinated risk management.

Keywords: Risk, sustainability risk, supply chain, automotive industry.

Providing a body language analysis model using artificial intelligence applications for the blind

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Abstract

Human communication is largely based on non-verbal cues, including body movements, facial expressions, and tone of voice. Blind people face fundamental difficulties in understanding these cues due to their limited visual perception, which limits the quality of their interpersonal communication and social participation. The aim of the present study was to design and explain a native model for body language analysis based on artificial intelligence with a needs-based approach for the blind. The research method was qualitative and based on Grounded Theory in the Glaser method. The statistical population consisted of ۱۹ IT experts and ۱۳ blind users who were selected through purposive sampling. The data collection tool was semi-structured and in-depth interviews. The data were analyzed through an open, axial, and selective coding process, and the continuous comparison process continued until theoretical saturation. The findings showed that the core category of designing an intelligent body language analysis model for the blind was extracted from the data. Key factors identified included emotion intensity, gaze direction, interaction distance, and movement shoulders, which play a fundamental role in social interactions. Participants emphasized

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that the desired technology should be simple, low-cost, portable, and based on real-time audio feedback. This model, while improving the quality of communication for the blind, also has the potential to be developed in the fields of education, employment, and rehabilitation. The results of the study, in addition to providing theoretical innovation in the field of communication and disability studies, also provide a new perspective for the development of intelligent assistive technologies from an applied perspective. Therefore, the use of artificial intelligence algorithms in combination with human-centered design can be an effective solution to reduce the communication gap for the blind.

Keywords: Artificial intelligence, body language analysis, grounded theory, blind people, assistive technology, auditory feedback.

Uncertainty of economic policies in the fluctuation of the stock market of eight countries, non-linear approach

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Abstract

One of the most important issues in the capital market is the awareness of the amount of risk that can affect the returns of companies' shares and plays a significant role in decision-making. In this regard, the pricing model of capital assets has been proposed and received the attention of researchers. These models are influenced by various internal factors of companies and macro variables, but one of the variables that has a close relationship with financial markets is the uncertainty of economic policies; Therefore, the present study investigates the effects of the uncertainty of economic policies on the stock market volatility in the D^A countries during the years ۲۰۰۰ to ۲۰۲۳ using the system generalized torque model. The results of the study show that the first break in the stock market fluctuations, the uncertainty of economic policies and oil prices had a positive effect on the stock market fluctuations, and the economic growth and the Covid-۱۹ crisis had a negative effect on the stock market fluctuations.

Keywords: Uncertainty of economic policies, stock market volatility, generalized method of moments.

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Cost-sensitive deep learning-based credit rating: Providing an optimal weighted combination framework of heterogeneous algorithms

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Abstract

Credit scoring is a process employed by lenders, such as banks or credit card companies, to evaluate the ability of individuals or businesses to repay loans. This assessment is conducted by examining factors such as payment history, credit utilization, length of credit history, and types of credit used. A variety of models have been developed for credit scoring, utilizing complex algorithms to calculate credit scores. In recent years, the use of deep learning in this domain has seen significant growth due to its high accuracy and capability to analyze complex data. The LSTM deep neural network, benefiting from a forget gate and long-term memory, offers superior performance compared to other similar neural networks. This research proposes an integrated deep learning model for credit scoring of bank customers, designed based on ensemble learning and simultaneous optimization of parameters and feature selection using a genetic algorithm (GA). The key innovation of this model is the independent combination of four algorithms—AdaBoost, Bagging, Random Forest, and LSTM—and the integration of their outputs through an optimized linear weighted combination. This approach, by leveraging the strengths of each algorithm and optimizing hyperparameters and features, significantly enhances prediction accuracy. The proposed model was evaluated on three standard

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datasets from Iran, Australia, and Germany. The results demonstrated substantial improvements in metrics such as accuracy (ACC), precision, recall, F1 score, and reduction in classification error (MC). Specifically, for the Iranian dataset, the accuracy reached ۰.۹۳۴, reducing the classification error to ۶.۶%. For the Australian and German datasets, the accuracies were ۰.۹۰۲ and ۰.۸۴۳, respectively, showing notable superiority over previous models from ۲۰۲۳ to ۲۰۲۵. These findings confirm the high potential of the proposed model in improving credit decision-making, reducing the risk of default, and enhancing the financial stability of banks.

Keywords: Credit Scoring , Deep learning , LSTM network , Ensemble learning , Genetic algorithm , Financial stability.

Identifying Blue Ocean Strategy Strategies and Their Impact on Entrepreneurship Development in the Oil Industry

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Abstract

Today, organizations need to adjust their strategies, programs, and actions with the blue ocean approach to create new demands and enter unrivaled fields. Therefore, the aim of the present study was to identify the strategies of the blue ocean strategy and their impact on the development of entrepreneurship in the oil industry. This study was applied in terms of purpose and descriptive-survey in terms of method. The statistical population in the qualitative section was ۲۸ university professors and senior managers of the oil industry who were selected purposefully using the snowball technique, and in the quantitative section, there were ۳۷۱۰ oil industry experts, and the sample size was determined as ۳۴۸ people based on the Krejci and Morgan table, and the simple random method was used for sampling. The Delphi method was used to identify the strategies, and the structural equation method with SmartPLS^۳ software was used to examine the effects of the variables. The results of the qualitative part showed that the blue ocean strategy includes the strategies of (increase, decrease, eliminate, create). The results of the quantitative part also showed that the increase strategy (۰.۳۱۹), decrease strategy (۰.۳۵۸), eliminate strategy (۰.۳۴۷), and create strategy (۰.۳۲۶) have a positive and significant effect on the blue ocean strategy, and the blue ocean strategy also has a positive and significant effect on the development of entrepreneurship by (۰.۷۷۵).

Keywords: Entrepreneurship development, Blue ocean strategy, Strategy, Delphi, Structural equations.

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Explaining the legal and social factors affecting the desire to develop economic investment

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Abstract

Summary Today, the issue of development and progress is one of the important basic issues in developing countries. This issue is one of the most important issues faced by the national government and provincial managers in Iran, both at the national level and at the regional and provincial levels. Explaining the legal and social factors affecting the desire to develop economic investment in Lorestan province. The research method is quantitative and qualitative. In the quantitative part, survey technique and questionnaire tools were used, and in the qualitative part of the research, the perspective of the studied community, including Lorestan investors or medium and large business owners, residents and non-residents of Lorestan province, was investigated using in-depth interviews. it placed. The findings of the research show that ۴۲٪ of respondents invest in industry, ۷.۱٪ in health and hygiene, ۷٪ in agriculture, ۷٪ in animal husbandry, ۱.۸٪ in fisheries ۲۲.۸ percent was in the field of services and ۱۲.۳٪ in the field of tourism. Also, the results of the research show that there is a significant correlation of ۰.۴۰ between cultural and social determinants and the desire for economic development of economic investment; Between the determinants of infrastructure and the desire for economic development of economic investment ۰.۴۵, between the judicial and administrative determinants and the desire for economic development of investment ۰.۳۶, between the political determinants and the desire for economic development of investment ۴۲ ۰.۰ and there is a positive and significant correlation between

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bureaucratic determinants and the desire to develop economic investment at ۰.۴۶, but there is no significant correlation between national and transnational variables and the desire to develop economic investment. As the research findings show, there is a significant relationship between the independent variables and the main research variable (tendency to develop economic investment) in the studied society. The confirmation of most of the hypotheses while most of the variables are low can be interpreted in another sense from the perspective of methodology; The same thing that Hirschman refers to as the cause of accumulation. This means that in a developed context, you are faced with a chain of positive and strengthening causes and factors that are connected to each other and have complete correlation with each other, and on the other hand, in an undeveloped context, you are faced with a chain of negative and weakening causes. You are facing factors that are strongly interrelated and affect each other. Based on the results of the research, it can be said that in order to smooth the development path of economic investment in Lorestan province, the three-sided synergy of the government development structure, economy and private capital, and a powerful development society will be very decisive.

Keywords: cultural, social, economic, political, development.

Factors on fertility in Iran based on quasi-panel data

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Abstract

In this study, it has been tried to analyze the factors affecting the household dimension, including economic and non-economic indicators of age, household income, education of the head of the household, the type of household activity to earn income (occupation of the head of the household) in both urban and rural areas. . In this regard, the Pseudo panel data method was used for the years ۱۳۸۵ to ۱۴۰۰. Also, in this study, the U-shaped relationship between the household dimension and age was investigated. The results in the urban sector showed that there is an inverted U-shaped relationship, and also in the urban sector, the effect of education on the household dimension was negative, while in the rural sector, age, the square of age and occupation are significant, and the two variables of education And the income has no effect on the size of the household. Also, the findings of this research showed that there is an inverse U-shaped relationship between the size of the household and age in the rural part of Iran. The comparison of urban and rural sectors shows that the effect of income and the absolute value of activity in the urban sector is greater than in the rural sector.

Keywords: household size, fertility rate, Pseudo panel

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Designing an Agent-Based Model for Evaluating the Feasibility of Operational Budgeting in the Municipalities of Qazvin Province

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Abstract

This research aimed to evaluate the feasibility of implementing operational budgeting in the municipalities of Qazvin Province through an Agent-Based Modeling (ABM) approach. Using NetLogo software, the dynamic interactions among key factors (financial resources, human resources, management policies, and citizen needs) were simulated across three scenarios: baseline, budget increase, and improved management policies. Data were collected from both real reports (۲۰۱۹-۲۰۲۴) and simulations. The results indicated that the 'improved management policies' scenario demonstrated the best performance, achieving a project completion rate of ۸۵%, citizen satisfaction of ۷۵%, budget deviation of ۱۰%, and resource efficiency of ۹۰%. In contrast, the 'budget increase' scenario (۲۰% allocation) showed lower effectiveness (۷۸% completion rate) due to employee resistance. Statistical analyses confirmed the pivotal role of management policies and human resources. Comparison with real data revealed a high level of alignment, although data limitations highlighted the need for more comprehensive information gathering. By filling literature gaps regarding the scarcity of dynamic simulation tools and localized studies, this model proposed several recommendations: enhancing transparency through online reporting systems, mitigating employee resistance via training, allocating surplus budgets to priority services, increasing citizen engagement

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through digital platforms, and adopting financial management software. This localized and scalable framework can serve as a model for small and medium-sized cities in Iran.

Keywords: Operational Budgeting, Agent-Based Modeling, Qazvin Municipalities, Financial Transparency, Resource Efficiency, Citizen Satisfaction.

Study of the time-scale between the exchange rate and the budget deficit in the Iran economy

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Abstract

In many developing countries, the budget deficit is used as a fiscal policy tool, and the relationship between the government budget deficit and the exchange rate is one of the most important topics discussed and researched in macroeconomics. According to what has been discussed, there is a complex and deep relationship between the fluctuations of the government budget deficit, the exchange rate, and inflation. Therefore, identifying and understanding the main factor of transmitting and receiving fluctuations with respect to the time period of fluctuations is very important. This research aims to study the time-scale between the exchange rate and the budget deficit in the Iranian economy. In this study, statistical data for the period ۲۰۰۷-۲۰۲۲ and the wavelet decomposition method were used. The results presented indicate significant changes in two key economic indicators, namely the exchange rate and the budget deficit. In addition, the results indicate the existence of a causal relationship between the variables of the inflation rate, the government budget deficit, and the exchange rate in the Iranian economy. Accordingly, given the relationship between budget deficit and exchange rate in the country, it is recommended that the government be more disciplined in its fiscal policies so that in the event of a budget deficit, it does not implement market-distorting strategies to finance the budget deficit, which leads to fluctuations in the exchange rate.

Keywords: budget deficit, exchange rate, inflation, scale-time approach.

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Investigating factors affecting bank interest rates with emphasis on investment and economic development

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Abstract

Banks play important roles in the economic system, including the provision of savings and intermediation, facilitating payment flows, allocating credit, and establishing financial order. Even in economies with advanced financial markets, banks are at the center of financial and economic activities and are considered a fulcrum for implementing monetary policies and controlling inflation. In Iran, due to economic sanctions that have caused the inability to secure financial resources from international channels, the economic system's reliance on the monetary-banking system has increased sharply, causing the high impact of bank facility interest rates on investment and, consequently, on Iran's macroeconomic variables. Given the high inflation rate in the Iranian economy and the power of banking tools to control it, the present study was conducted with the aim of investigating the factors affecting bank deposit interest rates in ۲۰۲۴ with a sample of the last ۱۰ years. The study is descriptive in terms of data collection method (correlation branch) and applied in terms of purpose. Data were collected through library documents and analyzed with the help of regression test. The research, assuming inflation rate, volume of bank facilities, number of bank branches, country's population and GDP as factors affecting bank interest rate, concluded that the volume of bank facilities has a negative and significant linear relationship, inflation rate, volume of bank facilities, country's population and GDP have a significant second-degree nonlinear relationship with bank interest rate. Thus, in order to determine the bank interest rate, it is necessary to consider the volume of bank facilities and inflation in order to control inflation and provide the basis for economic growth and development.

Keywords: inflation, economic growth, profit.

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Political Economy of Rent-Seeking: An Analysis of the Structural and Institutional Consequences of Oil and Gas Raw Material Exports

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Abstract

The raw export of oil has long posed a persistent challenge, leading the Iranian economy to face profound structural problems. This research aims to critique the political economy of oil raw material exports in Iran through an institutionalist approach, analyzing the structural consequences of this phenomenon. In this context, a critical review of common approaches such as the Dutch Disease, rentier state theory, and the resource curse will demonstrate that these frameworks are insufficient to comprehensively explain the political economy of oil raw material exports in Iran. Subsequently, by employing an institutionalist theoretical framework and examining empirical evidence, the study analyzes the role of political, economic, social, and cultural institutions in perpetuating the raw export of oil and its consequences. The main focus is on how an inadequate institutional structure has directed the Iranian economy towards dependency on oil revenues, a rent-seeking culture, and the weakening of the private sector, rather than fostering production, innovation, and entrepreneurship. The findings of the study indicate that overcoming the challenge of oil raw material exports in Iran requires extensive systemic structural reforms in political and economic institutions, improvement in governance, strengthening public participation, and increasing social capital. Otherwise, the continuation of the current state will lead Iran towards a future filled with economic instability, inefficiency, and underdevelopment.

Keywords: Political Economy, Rent-Seeking, Oil and Gas, Raw Exports, Institutional Analysis.

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The Relationship between Key Audit Matters and Earnings Management Strategies

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Abstract

This study aims to examine corporate earnings management responses to the disclosure of Key Audit Matters (KAMs) in audit reports. While the existing literature has extensively explored the relationship between earnings management and various risks, limited research has investigated the link between KAM disclosures and earnings management strategies (real earnings management and accrual-based earnings management). To test the hypotheses, a sample of ۱۱۰ firms listed on the Tehran Stock Exchange was analyzed over the period ۲۰۱۷ to ۲۰۲۳. The findings reveal a differential relationship between disclosed KAMs in audit reports and earnings management strategies. Specifically, the results indicate that earnings management strategies vary based on the number, type, and content of disclosed KAMs. This study contributes to a deeper understanding of how financial information transparency and accounting quality influence corporate behavior, particularly in how firms adjust their earnings management practices in response to audit oversight.

Keywords: Accrual-Based Earnings Management, Real Earnings Management, Key Audit Matters, Audit Reports.

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International Sanctions and Economic Diplomacy in Iran

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Abstract

One of the key challenges facing the Islamic Republic of Iran in its foreign policy experience is the effective implementation of its strategic objectives and national goals. In this context, a comprehensive understanding of policymaking and executive planning, aligned with a precise grasp of the current situation, is essential. Such an understanding can facilitate the adoption of effective strategies for advancing national affairs. This study seeks to answer the following question: “How have international sanctions against Iran been prioritized in the country's economic diplomacy policies and programs?”. In order to address the aforementioned question, the present study has been conducted in a manner that incorporates an analysis of the provisions of Iran's five-year development plans, as well as an examination of macroeconomic variables within the realm of economic diplomacy. Utilising two methodological approaches – conventional content analysis and trend analysis – the findings reveal that Iran's macro-level policymaking and planning in economic diplomacy have been formulated without direct consideration of sanctions. The results further indicate that Iran's National Policy Statements and development plans lack stabilising mechanisms and strategies to manage and mitigate the consequences of sanctions. Moreover, despite the imposition of economic sanctions since the ۱۹۹۰'s and their increasing intensity over time, there is no indication that sanctions have been formally acknowledged within the country's macroeconomic policy frameworks. This finding suggests that successive governments have operated without a clearly defined agenda or strategic approach in response to extensive banking and trade sanctions, often relying on ad hoc initiatives, individual experiences, and personal perspectives of policymakers in conducting economic diplomacy.

Keywords: Iran, Foreign policy, Economic Diplomacy, Sanctions, Development Plans.

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Developing a Local Model of the Consequences of Mobbing on Job Burnout and Turnover Intention: A Qualitative Study in Governmental Organizations of Ardabil

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Abstract

One of the critical challenges of human resource management in governmental organizations is the emergence of mobbing (workplace psychological harassment), which can exacerbate outcomes such as job burnout and turnover intention. Accordingly, the present study aimed to develop a local model of the consequences of mobbing on job burnout and turnover intention among employees in governmental organizations of Ardabil city, using the meta-synthesis method. The study was conducted through a seven-step meta-synthesis process (formulating research questions, systematically searching Persian and English literature within a specific time frame, screening titles and abstracts, selecting and extracting data, qualitative coding and synthesis, quality appraisal using the CASP tool, and presenting the findings). After systematic search and screening, eligible studies were included in the synthesis, and by coding and integrating the themes, the initial conceptual model of the study was formed. The results revealed a set of main and sub-categories that explain the consequences of mobbing at individual, occupational, and organizational levels, highlighting job burnout as a key mechanism in increasing turnover intention. The findings provide a local and practical perspective for human resource managers and policymakers in the public sector and can serve as a foundation for designing preventive and corrective interventions.

Keywords: Mobbing, Job Burnout, Turnover Intention, Meta-synthesis, Governmental Organizations.

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