

Prioritizing the Competence of Parliament Members in Iran

¹Mahmoudreza Esmaeili, ²Kazem Jalali, ¹Reza Sepahvand,
¹Hojat Vhdatiand and ¹Mohsen Arefnezhad
¹University of Lorestan, Khorramabad, Iran
²Islamic Azad University, South Tehran Branch, Tehran, Iran

Abstract: Parliament determines the position and direction of the government and nation and also embodies the desire of people in a variety of both inside and outside policy. Parliament means hope and trust for people and support and guide for the government officials. The aim of this study is to identify the competencies of parliament members using fuzzy delphi's tactics. The populations of this research were members of parliament of different periods and university professors. According to the aim of the current study, the snowball sampling method was used and the sample size was 30. After reviewing the perspectives, the 56 components were identified as the required qualifications for member of parliament such as honesty, oppression, determination, devotion, loyalty, responsibility, bargaining power and political awareness and all the experts expressed these elements for a competent member.

Key words: Competence, competence of parliament members, parliament, devotion, perspectives

INTRODUCTION

Popularity and competence approach increased in the early 1990s and today have a great impact on many organizations. Globalization and intensifying the competitive pressures have signposted the role of management competencies in improving the performance of organization, productivity and competitive advantage. Tampu argues that in recent years the competitive advantage of organizations and companies has changed from natural resources to capital human. Thus, the effective use of human capital in the form of managerial competencies in competitive environment is crucial. Today, organizations improve the competencies of its employees based on the principle that qualified people are more likely to meet their performance goals and objectives. Moreover, it is likely that qualified people are able to use the knowledge, abilities, skills and personal characteristics to achieve the required roles and their performance and as a result improve the continuous process of organization for competitive advantages. So, identifying and upgrading skills, knowledge, abilities and personal attributes and competencies are necessary and indispensable for success of organization (Fang *et al.*, 2010). Modern government with a strong civil society and development can create areas of good governance and therefore all-round development with the least possible damages. Because the most important factor in the development of any society is the community and policy leaders, paying attention to the competency of these

cases. The concept of competency is at the heart of human resource management and human resources provide the basis for the integration of key activities, resulting in a comprehensive approach to managing people in developing organizations. Human responsibility towards their destiny and society are of the values of the Islam religion. This issue is emphasized in verses and hadiths. Therefore, participation in policy decisions, the administration of the community and determination of the representatives are considered as every Muslim's basic rights and responsibilities. The people in the Islamic community have the ability to choose their collective fate and political freedom that is optional and God blessed them. According to the general principle that responsibilities should be in the hands of the most competent people should not be dismissive of the issue but also a duty to choose them based on their knowledge and understanding of the most qualified individual. Given the importance the role of parliament as one of the key elements of the country's political and a sign of development of the society, having competent members of parliament is essential. Representatives as well as the general requirements listed in the constitution should have qualifications and competencies to be able to serve the people better. Given the above, this study seeks to prioritize the competence of members of parliament.

Theoretical background

Competency: Competency is the characteristics and behaviors that contribute to the effectiveness of the

individual in the work environment. According to Jackson and Shuler competencies include skills, knowledge, abilities and other characteristics that an individual needs to perform his job effectively. Enterprise-level competence is a set of qualities, skills, knowledge and behaviors that create a sustainable advantage for the organization. At the individual level also called essential characteristics that are critical for effective performance and success in the job. Competence as well is one of the key factors enabling organizations to build competitive advantage in the known market environment.

JJ's counseling center in 2004 has defined competencies management as a set of knowledge, skills, abilities and motivations that the administrator can perform tasks well (Ghavami and Esmailie, 2012).

Competencies are set of behaviors that some of the employees are doing better than others. Competencies are reserves and the origin of human behavior. Every person has a unique combination of competencies that enabling him to act in a certain level of proficiency (Asadifard *et al.*, 2011). Competency is a combination of implicit and explicit knowledge, attitudes and skills that gives a person the ability to do the job effectively (Draganidis and Mentzas, 2006).

The importance and necessity of competence:

Management of everything from the highest affairs that lead people to the lowest affairs should be based on competency. If this principle violated, things falls apart and nothing reaches to its destiny (Jazayeri, 2001). Given the expertise and competencies, according to the separation of the branches of science and technology and separation of work areas from each other are the necessities of life. Society without it cannot be successful. As for the government, use of force and competent people are an important instrument for their effectiveness. Employing of people is different depending on the type of government and the ruling purposes with different objectives, criteria for competency and its degree. Every human behavior, both individual and social has a set of values which have been accepted from the behaviors. By having different values, management methods and employing people will be different. Lack of meritocracy in society, a waste of potential talent reduced efficiency in different sectors. Meritocracy lead to the elimination of inefficient people in line with the customers' satisfaction and lack of it can lead to the removal or escape competent people and customers' dissatisfaction. It is clear that the issue of meritocracy for sensitive jobs has more importance (Golkar and Nasehifar, 2002). If the social hierarchy is based on competency, it means that the higher the status, the more talented, more valuable, more

diligent and competent than those who have lower status. This Meritocracy requires good governance that is inevitable (Pourezzat, 2011).

Empirical studies: Lee (2010) in a study entitled "The Investigation of the Required Competencies for High-Performance" concluded that people with high performance require competencies such as success-oriented, effectiveness and influence, conceptual thinking, analytic thinking, ingenuity confidence, interpersonal understanding, search for information, participation and teamwork.

Kockararan in a study entitled "The Development of Competencies Models for the 21st Century" have identified some of the required competencies for managers include: effective communication, continuous learning, effective management of resources, flexibility, interpersonal perception, professionalism, theme work and leadership in an organization. The competencies model of human resources leadership in Hong Kong include factors such as the change factor, technical and professional skills, creativity and innovation, crisis management, organizational knowledge (Selmer and Chiu, 2004).

Gregory (2008) in a study entitled "The Investigation of Public Relations Managers in the UK" concluded that management competencies include: having a great understanding, consultation and participation, management in under pressure, maintaining a common vision, understanding others, developing strategy and concepts, creation of innovation responsibilities. Fang *et al.* (2010) in a study entitled "Developing the Competencies of Middle Managers in Taiwan" reached to the conclusion that the core competencies of managers include competencies of personality, planning, management, profession alability and interperson alability. Ziembra in a research tried to identify the competencies of bank managers and concluded that the basic competencies including change management, creating business team, the rapid development of staff, targeted communications, performance management and risk management.

A study assessed the importance of competence of senior and middle managers across Europe borders in different environments and different organizational measures, eleven European countries in five different areas were investigated. Results in all countries (except Slovenia and the Czech Republic) represent new description of the managers. Hard traditional competencies such as assertiveness and independence of influence as in the past do not have much have high value. Also, despite a few differences, the results show that high-performing managerial

competencies (regardless of region) and the size of the branch are similar to a large extent (Iyoersen, 2000). Xu and Wang (2009) asserted the required competencies for managers. According to them, the competencies needed by managers are influence, social responsibility, the ability to research and study, the desire to succeed, decision making ability, interpersonal skills, initiative, confidence and the ability to manage human resources. Bourgault *et al.* (2006) also identified fourteen competency for managers that include political intelligence, leadership skills, foresight and innovation, manage the complexity, adaptability and continuous learning, leadership, emotional intelligence, human resource management, knowledge management, applying ethical values, communication and negotiation, technical skills, adoption of new governance of management performance.

MATERIALS AND METHODS

In this study, a combination of interview and questionnaire were used to identify the competencies of MPs, so it is a deductive-inductive study. In current study, a combined qualitative and quantitative research approach was used according to the type of data and conditions. At first by using the obtained qualitative data from the exploratory research including the investigation of exploratory texts and doing exploratory interviews the competence factors of MPs were identified. Then by extracting the causes through the research, the survey was evaluated. After that by extracting the calibration results, the questions were answered in quantitative data. In the present study, the experts' view point about MPs competence factors were identified through calibration method. After interviews with experts and recognizing the competence component, the questionnaire was used to prioritize components. According to the above information as objective, this study is exploratory research. The populations of this study were the MPs of different periods of parliament and university professors. For the purpose of this study, the snowball sampling was used. According to snowball sampling method, the sample size was 30. In this study, to prioritize components SPSS Software and Friedman test were used.

RESULTS AND DISCUSSION

Table 1 shows the demographic characteristics of the sample. After an interview and with Fuzzy Delphi Technique, 56 components were identified as components of MPs competency are given below:

Table 1: Sample characteristics

Gender	Frequency	Education	Frequency
Male	21	MA	11
Female	9	PhD	19

- Innovation and change
- Action orientation
- Personal piety
- The ability to create confidence in subordinates
- Writing skill
- Self-confidence
- Independency
- Team work
- Management relations
- Honesty
- Good relation with people
- Speaking skill
- Oppression
- Revolutionary
- Identifying problems
- Order and discipline
- Awareness of people's right
- The ability of persuasion
- Strictly
- Sincerity
- Effectiveness
- Conscientiousness
- Situations handle difficult
- Having a developmental perspective
- Having communication skills
- The responsibility for delegates
- Team coalition
- Bargaining power
- Having an open mind and courage
- Tolerance
- Accept criticism
- Setting a goal
- People's friendship
- Political awareness
- Accountability
- Humility
- Having simple life
- Not influenced by position
- Listening skill
- Having social skill
- Be tolerant and patient
- Expertise
- Be risky and decision maker
- Nobility
- The ability to analyses internal and external issues
- Religion commitment
- Emotional intelligence
- Negotiation skill
- Lobbying and coalition skill
- Having strategic thinking
- Listening skill

- Sociability
- systematic thinking
- Domination on economic, political and cultural topic
- Avoid local and regional prejudice
- Managing time and priorities

Ranking the competency components of MPs: After identifying the competency components through Fuzzy Delphi, the components questionnaire was distributed to the participants. And the results were prioritized through SPPS and Friedman test. Following table shows the results are:

- Self-confidence, honesty, oppression, strictly, sincerity, conscientiousness, responsibility for delegates, bargaining power, political awareness, accountability, listening skill
- Personal piety, revolutionary, speaking skill, awareness of people's life, effectiveness, humility, having strategic thinking
- Independency, tolerance, setting a goal
- Action orientation, good relation with people, ability to persuasion, avoid local and regional prejudice
- Communication skills, coalition skill
- Not influenced by position
- Managing time and priority
- Systematic thinking (macro view point)
- Identifying problems
- Be risky, decision maker, people's friendship
- Accept criticism, domination on economic, political and cultural topics
- Team working
- Having developmental perspectives
- Coalition, emotional intelligence team
- The ability to create confidence in subordinates, having simple life, nobility
- Social skill, tolerance and be patient
- Order and discipline, region commitment
- Management relations
- Handle difficult situations, listening skill
- Expertise
- Writing skill
- Innovation and change, sociability
- Negotiation skill
- Ability to analyses internal and external issues
- Having an open mind and courage

CONCLUSION

In addition to the general conditions of parliamentary candidates which had been mentioned in the constitution there are other conditions that MPs should have to serve the people better and have power to express their ideas and critics in the decisions of the Parliament and make necessary decisions for key problems of society and

take precedence to the system over the interests. Given the importance of parliament and choosing the right people were the goal of this study that leads to prioritize the competence for people's MPs competence in parliament. According to the poll of experts, 56 features were identified as the features of the competent MPs in parliament. Among the identified factors, some components such as honesty, oppression, determination, devotion, loyalty, responsibility to the powers of representation, bargaining power and political awareness were essential and all experts gave importance to them for being a competent MP.

REFERENCES

- Asadifard, R., A. Khaefelahi and A. Rezaeean, 2011. Governmental managers competency model in Iran (According to Imam Sahife): Theory of strategic approach based on data. *Governmental Manage.*, 8: 75-92.
- Bourgault, J., M. Charih, D. Maltais and L. Rouillard, 2006. Hypotheses concerning the prevalence of competencies among government executives, According to three organizational variables. *Public Personnel Manage.*, 35: 89-119.
- Draganidis, F. and G. Mentzas, 2006. Competency based management: A review of systems and approaches. *Inform. Manage. Comput. Security*, 14: 51-64.
- Fang, C.H., S.T. Chang and G.L. Chen, 2010. Competency development among taiwanese healthcare middle manager: A test of the AHP approach. *African J. Bus. Manage.*, 4: 2845-2855.
- Ghavami, H. and A. Esmaili, 2012. Expertise competency model of general relations. *Expertise Sci. Mon. Gen. Relat. Soc. Iran*, 82: 34-49.
- Golkar, B. and V. Nasehifar, 2002. Reviewing the meritocracy concepts. *Manage. Dev. Publ.*, 39: 6-10.
- Gregory, A., 2008. Competencies of senior communication practitioner in the UK: An initial study. *Public Relat. Rev.*, 34: 215-223.
- Jazayeri, R., 2001. Meritocracy in Imam Ali management method. *J. Islamic Revelation*, 6: 23-35.
- Lee, Y., 2010. Exploring high performers required competencies. *Expert Syst. Appl.*, 37: 434-439.
- Pourezat, A., 2011. Good governance according to Nahjolbalaghe. *Nahjolbalaghe Q.*, 31: 69-93.
- Selmer, J. and R. Chiu, 2004. Required human resource competencies in the future: A framework for developing HR executive in Hong Kong. *J. World Bus.*, 39: 324-336.
- Xu, H.H. and Y.H. Wang, 2009. Training system design for middle level manager in coal enterprises based on post competency model. *Procedia Earth Planet. Sci.*, 1: 1764-1771.