



Presentation of professional qualification model of Islamic Azad University professors

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ABSTRACT

Background and Aim: In today's evolving world, the required qualifications of professions are changing rapidly, the employees of organizations must have special professional skills and qualifications to perform their jobs and professions; Therefore, the main goal of the current research was to present the model of professional qualification of the academic staff members of Islamic Azad University in the academic year of 2018-2019. **Methods:** The current research method was descriptive-correlation quantitative and applied in terms of purpose. The statistical population included academic experts of Islamic Azad University in Tehran, who were selected as a sample size of 385 people based on random sampling method and taking into account Morgan's table. The research tool was a researcher-made questionnaire that had 5 parts based on the Likert scale. For the validity of the findings, formal validity and reliability methods were also used with Cronbach's alpha test, which obtained 0.719, 0.961, and 0.875 respectively. For data analysis, descriptive and inferential statistics methods were used from structural equation modeling in AMOS23 software. **Results:** The results showed that the dimensions and the main component of the model had a good fit, and in general, it indicates that all the indicators were reported at a very favorable level and there is a linear relationship between the variables. Also, the predictor variables have explained 60% of the variance of the dependent variables ($P < 0.05$). **Conclusion:** Therefore, the information presented in this research can be used to evaluate the competence of newly hired teachers in different stages of their teaching and activity and follow the professional qualification program accordingly.



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Introduction

teachers and lecturers be adjusted around different scales of effective teaching (Oden, 2011). Teachers are one of the most important elements of the educational system, which with their special characteristics, can respond to the needs of learners and nurture their creativity and innovation (Hatami & Raisi, 2012). According to Hamer, Lipp, and Riva (2012), the five characteristics of ideal professors are: having subject knowledge at a high level, dignity and dignity, communication skills, attractive personality, and the ability to present a topic (Salimi & Abdi, 2016). Effective teachers are those who help students learn. In fact, the learning and success of a student is a comprehensive predictor of the quality of a teacher (Casisa & Tamal, 2013).

Possessing the general qualifications of teachers and teacher volunteers is of fundamental importance in terms of creating more efficient and improving educational processes. Knowing how well teachers and teacher candidates possess these competencies is also important in creating a competency profile. Self-assessment of teachers and prospective teachers on current general competencies will be able to provide concrete data on what issues need support in terms of professional and personal development. Primary school teachers play an important role as a guide to the beginning of the education process and play a vital role in acquiring basic knowledge and skills. Therefore, a teacher who can qualify as an ideal classroom teacher must have general professional qualifications. In this regard, it is necessary to determine the professional qualifications of classroom teachers and follow the development process in this framework. Accordingly, it is very important to establish a corresponding system to increase the competence of teacher candidates in higher education. Creating such a system is currently an urgent problem in terms of educational theory and educational practice in Kazakhstan (Yehya, 2020).

Therefore, the main purpose of the research is that the professional qualification of Islamic Azad University professors consists of what main and secondary elements and to what extent are these elements valid in the society of Islamic Azad University faculty members?

Method

The present research method was descriptive-correlation quantitative and applied in terms of

In today's evolving world, the competencies required by professions are changing rapidly. Employees of organizations must have special professional skills and qualifications to perform their jobs and professions because the effective implementation of programs is highly dependent on the qualifications of experts (Salimi & Abdi, 2017). These changes in the workplace naturally affected the human resources management of any organization and took the concept of competence and competency (Velasco et al., 2014). He interpreted competence as a triple concept that refers to self-competence, professional competence, and social competence. Professional competence as "ability to act and judge in a specific profession and responsibility" is in focus. The present study is a conceptual review of defining and applying professional competence in the literature regarding professional professors (Antra, 2021).

Competence (in terms of professional competence) can be defined as a summary of skills, key professional and personal talents, and behavior patterns that a person has to achieve success in professional goals. Competence can be defined as the capabilities of superior musicians (Gibb, 2008). Competence is defined as the demonstrated ability to apply knowledge and skills.

The field of general education works with basic units, knowledge, abilities, and skills. In this field, the profession requires a person's competence and competence. Therefore, the professional field operates with qualifications, education, knowledge, skills and abilities. Therefore, when the field of specialization makes its exact claim in the field of education, the challenge of education is to reconstruct the knowledge, abilities, and skills to the specific skills needed in the professional field. The Council of Europe introduced many qualifications. However, each country defines specific qualifications based on its priorities and interactions with the professional field (Vasiotina, 2016).

In the meantime, higher education, as a place for human capital development, is an important and fundamental issue. This means that the selection, development, and evaluation of teachers and professors are keys to increasing their effectiveness and, in turn, leading to the improvement of the teaching and learning of students. This also requires that all aspects of

the basis for positive consequences in optimizing tasks in the field of education and teaching. The final model can be provided to higher education institutions as a management dashboard to evaluate their professional competence. Another achievement of the user is that this study can determine the weaknesses and strengths of the higher education system after measuring the qualifications of the professors and provide solutions to eliminate the deficiencies and improve the level of strengths. Competence refers to a set of knowledge, attitudes, skills, and other related personal characteristics in a job sector and is correlated with job performance and can be measured against well-accepted standards and developed and improved through retraining and experience.

Regarding the limitations of the research, it can be mentioned that this research was a purely quantitative study. Therefore, the findings of the current research have only shown some dimensions. Another thing is that the statistical comprehensiveness of the present study included the professors of the Islamic Azad University of Tehran. Therefore, its generalization to other groups should be done with caution. Another limitation was the university officials' lack of access and cooperation to answer the questions in the present study. Based on the thought patterns governing the current research and the results, the following suggestions are made regarding the professional qualification of university professors:

- 1- In the current study, university professors and experts have evaluated the skill dimension of professional qualification as favorable. Although this will be the strength of the professors, skill training requires continuous practice and skill updating. Therefore, attention to continuous skills is recommended.
- 2- The next examination of abilities from the point of view of experts has indicated a relatively favorable situation in which results and diligence are recommended to them more than before.
- 3- In the current research, competencies such as self-knowledge, creative thinking ability, critical thinking ability, imaginative ability, and positive characteristics and behavioral characteristics have been emphasized by experts, and it is necessary to emphasize these dimensions of competence as indigenous.
- 4- It is suggested that evaluation centers be established at high levels of education and that senior managers be elected and appointed based on such models.

purpose. The statistical population included academic experts from Islamic Azad University in Tehran, who were selected as the sample size based on random sampling and taking into account Morgan's table. For the validity of the findings, formal validity and reliability methods were also used with Cronbach's alpha test.

For data analysis, descriptive and inferential statistical methods were used from structural equation modeling in AMOS23 software.

Materials

1. Researcher-made questionnaire. In order to collect data, a questionnaire of 81 questions was developed, which included 3 main components (knowledge, ability and skill). Its items were adjusted based on a 5-point Likert scale, from very little (1) to very much (5).

Results

All the indicators are reported at a very favorable level, and the model fits well with the data, indicating a linear relationship between the variables. Also, the predictor variables have explained 60% of the variance of the dependent variables.

Conclusion

The main purpose of the current research was to present the professional qualification model of the academic staff members of Islamic Azad University. The research findings showed that the professional competence of university professors is formed in three main dimensions, including knowledge, ability, and skill, and each of the main components has main and sub-components. The main components are knowledge (internal and external personal general knowledge) and ability (cognitive, motor and sensory) skills (basic resource management skills and social skills) and sub-components (general and specialized). The results of the validation analysis of the developed qualifications showed that this model has internal validity. Therefore, it may be used as a tool for planning for teacher training. The research results are very important for the development of future teachers. This study creates opportunities for the developers of faculty member training programs to focus on studying the future-oriented competencies needed for the teaching profession in Iranian universities. This is an essential step for planning teacher education and helping them understand the challenges they face in a global education.

Individual ability, knowledge, and skills play a significant role in explaining the professional qualification of university professors. Therefore, by improving the ability in different fields and skills in different fields, it is possible to increase the development in the field of education. This is

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- 5- It is suggested that in future studies, the professional qualification model of university professors based on other variables, such as personal values and moral virtues, should also be examined.

Conflict of Interest

According to the authors, this article has no financial sponsor or conflict of interest.

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