



Research Paper

Designing the optimal governance model in the education system

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Receive:

11 July 2024

Revise:

16 August 2024

Accept:

31 August 2024

Published online:

21 September 2024

Abstract

The current research was conducted with the aim of designing the optimal governance model in the education system. The research method was practical and phenomenological in terms of purpose. The participants in the research were professors and experts in the field of governance. The number of sample size was determined based on the theoretical saturation principle of 14 people. The basis of sampling was the snowball method. In order to collect The data were used from semi-structured interviews. Lincoln and Guba's four criteria were used for the reliability of the data. The analysis of the interview texts was done by Max Kyoda software. The results showed that the design of the optimal governance model in the education system led to the identification of 2 main categories of individual factors (with 4 subcategories of personal competence, intrapersonal competence, responsibility, creative competence). and organizational factors (with 4 subcategories of education quality, resource allocation, systemic sustainability, value creation) and 23 concepts.

Keywords:

optimal governance, education system, phenomenology.

Please cite this article as (APA): Hadipour, A, Mohammadkhani, K.(2024). Designing the optimal governance model in the education system. Journal of Governance studies & development managemen, (1) 1, 10-20..

Sponsored by: Institute of Somamos Publications	<a href="https://doi.org/10.22034/jgsdm.2024.207275">https://doi.org/10.22034/jgsdm.2024.207275</a>	
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## Extended Abstract

### Introduction

Good governance is one of the most important factors for the growth and development of countries. As stated, good governance is the basis of development (Wise et al, 2020). Good governance is the mechanisms and processes through which citizens, groups and civil institutions pursue their civil interests, exercise their legal rights and fulfill their obligations. According to the definitions of Good governance has been presented. The central issue of good governance is how to achieve a government that can be a factor in the development of a democratic and egalitarian economy (Foley et al, 2018). Good governance is based on processes, systems, procedures and regulations that make the organization It aims to achieve its goals by increasing effectiveness and efficiency. Organizations that implement good governance can minimize the risk of poor decision-making and influence the improvement of employee performance (Aini et al, 2023). One of the important and effective approaches that can be used to improve the quality of science in the country by adhering to it is governance and its proper implementation in the educational system (Roshan & Motevasseli, 2018). Governance in education is a tool based on which all education is formally organized and managed. In a simple way, university governance is the way in which universities operate (Perry, 2020). Educational governance can be considered the application of collective control in the realization of common organizational goals. Of course, the structure of educational governance in different countries is proportional to their governance structures. It is different and this system requires goals such as participation in national development through the training of human resources at the highest level of development, instilling appropriate values for the survival of society, promotion of scholarship, social services and national unity of international understanding (Orr, 2019). Good governance emphasizes on leadership and on this basis considers countries with good governance that are led by regimes whose leaders pay attention to the rule of law, accountability, transparency and the right to enjoy human and civil rights. The model of good governance and examining the role of human power empowerment in the establishment of good organizational governance can be a new theory in responding to new expectations and responsibilities. A model that can be a way out of the current situation and a way to provide better public services (Balzer, 2020).

Based on this, the main question of the current research is what is the comprehensive model of optimal governance in the education system?

### Theoretical framework

According to the definition of the United Nations, governance is a set of institutional and individual, private and public actions aimed at planning and joint management of affairs and a continuous process of creating understanding between conflicting and different interests that moves in the form of compatible and cooperative actions. It includes formal institutions and informal arrangements and social capital of citizens (Kyani et al, 2022). Governance includes a complex system of medieval relationships, functions, structures, responsibilities and processes, which are recognized by means of three basic values, i.e. transparency, accountability and participation (Liu et al, 2022). The word governance is one of the oldest words. He is studying political science. Analyzing the concept of governance shows its conceptual breadth in such a way that it includes all forms of governance such as corporate, local, national and international governance (Tavakoli et al, 2020). In fact, the principles of intelligent governance lead to the satisfaction of all It becomes the elements of a society, and the increasing growth of the population, followed by numerous crises, has driven leaders and statesmen in the direction of intelligentization in all dimensions and elements of societies (Sarangi et al, 2022). The previous one called government (the approach of top-down legislation



that seeks to regulate the behavior of individuals and institutions in a specific and completely detailed way) (toward governance) the approach that tries to regulate the factors of the system in such a way that individuals and institutions in to act and as a result, self-regulation is created and the system achieves the desired results) by replacing "exerting power to" with "giving power to" (Hopper, 2017). Development studies and statistics of international organizations show that One of the most important factors for the growth and development of countries is good governance. Good governance refers to the process of public management that maximizes the welfare of the people and the interests of society. One of its essential features is a type of participatory management that is carried out by the government and its citizens and a new relationship between the political state and society. Madani and also its favorable condition is two (Keping, 2018). Optimal governance is actually considered a new discourse in governance practices that describes ideal governance by combining certain components. The explanation of optimal governance can be considered as a new model for the administration of the country. It causes the formation of a new discourse and model for the country. It is necessary to remember that there is a two-way and mutual interaction between its three main pillars, i.e. the government, civil society and the private sector. The interactive activity between these three sectors, It plays the role of leading, facilitating and providing the necessary platforms for the realization of desirable governance (Emami & Shakari, 2015).

(Mechkova et al, 2024) in their research addressed the role of women in good governance and development of human resources in educational organizations and concluded that the practical use of women's specialized knowledge can play an important role in institutionalizing the culture of education and development of human resources. play and this provides the basis for improving good governance in the society. (Ashari, 2024) in his research addressed the role of good governance in educational development and improving the performance of human resources and came to the conclusion that the use of new methods of governance in the educational system It causes the growth of different levels of education and causes the development of human resources

### Research Methodology

The current research is practical in terms of its purpose, and in terms of data collection method, it is exploratory, which is carried out qualitatively. In order to collect data, semi-structured interviews were used. In this research, the purposeful sampling method was used to select the sample. Based on this, 14 experts were interviewed (including university faculty members, heads and deputies of education departments of the Tehran province). interviews were conducted. Sampling adequacy was realized in conducting interviews based on the principle of theoretical saturation. In order to ensure validity and reliability, the Lincoln and Guba evaluation method was used. Data analysis was done by thematic analysis method and by Max.Quda statistical software.

### Research Findings

The findings of the research showed that the main theme of good governance in the education system has two main categories: individual factors and organizational factors. Among these, the main category of individual recruitment factors has 4 subcategories of personal competence (3 concepts), intrapersonal competence (4 concepts), responsibility (2 concepts), creative competence (4 concepts). The main category of organizational factors has four subcategories of education quality (4 concepts). It is resource allocation (2 concepts), system stability (2 concepts), value creation (2 concepts).



## Conclusion

The current research was conducted with the aim of designing the optimal governance model in the education system. The present research is aligned and supported with the results of (Ashari, 2024), (Roshan et al, 2023) and (Čajková & Šindleryová, 2023). A recruitment management system will be successful and practical when it is important to pay attention to student talents in organizational plans and strategic thinking. Of course, some respondents believed that the lack of alignment of educational and cultural programs are important factors that require the creation of a structure. It converges to achieve the goals of the education system. In any case, if the organizational factors understand and believe in the importance of talent management to attract elite students, we can hope that the talent management and recruitment system will be supported in a more dynamic way. Since talented people and students with entrepreneurial talent In schools, they are considered like other entrepreneurs and they are considered distinct and exceptional in some ways, so their behaviors, actions, reactions and norms can also be the same as other people and they are different from other entrepreneurial people in certain fields. Empowerment is a process. which teachers and administrators of schools, society and family use to encourage students to use their skills, abilities and creativity and innovation. Empowerment of students refers to the fact that students in schools can express their skills and creativity more and better because flexibility, suitable education environment and flexible structure are more visible in schools and hope for the future in schools, the environment It prepares for learning skills.