



## Contemporization of Farabi's Social Thought in the Selection Indicators of Urban Managers, to Get Inter-organizational Coordination\*

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### ABSTRACT

Managers and their decisions play an essential role in inter-organizational coordination. In fact, the selection of managers with participatory approaches based on Contemporized indicators provides the basis for the realization of inter-organizational coordination in the management and urban planning system of Iran. Based on this, in this research, Farabi's thoughts regarding the necessary conditions for the managers of governmental institutions, contemporary Western theories regarding the characteristics of managers and the existing laws and regulations related to the conditions and characteristics of the country's executive managers were compared with each other and finally 19 indicators were introduced. Although there are laws and regulations regarding the qualities and characteristics of managers, we face difficulties and expediency in the implementation position. Based on this, it is suggested that a database of employees of executive bodies who have at least 5 years of executive experience be formed and an arrangement be made that senior managers are only allowed to appoint operational managers from within this database. It is also suggested that the index of "adherence to the implementation of the Action Plans of the organization" should be considered as one of the main indicators in the appointment of managers of executive organizations.

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### **1. Introduction**

Urban management and planning are among the social fields of science, which are placed in the second class in Farabi's classification of sciences, and are in contrast to technical and experimental disciplines, which include almost the same principles, rules, and theories all over the world. Therefore, theories and ideas derived from the social, economic and cultural background of the society compared to imported western theories and ideas, which at best have been tried to localize those theories; They will be more likely to succeed in the fields of social sciences in implementation and practice. The current urban management and planning system in the country as an inter-organizational management is composed of a set of different government, public and private organizations, institutions and devices. In fact, the administration of our cities and country is based on the theories of contemporary bureaucracy and based on a bureaucratic and hierarchical structure in line with the ideas of Western thinkers; This is despite the fact that local urban management ideas are not lacking due to the history of civilization and the governance of powerful Iranian-Islamic governments that have the ability to modernize and exploit; Farabi is one of the most important native thinkers in this regard.

### **2. Methodology**

This research has been done with the aim of contemporizing and exploiting Farabi's ideas in current urban and organizational management. The method of collecting information is using library documents and contextual experiences, and the theories of organizational and urban management and Farabi's thoughts, taking into account the situation of the studied context, have been subjected to a comparative analysis, and the cases corresponding to the context are from contemporary Western theories And Farabi's ideas have been proposed to be extracted, integrated and utilized in the management and urban planning system.

### **3. Findings**

In the past, Iranian judicial institutions formed a hierarchical structure, with the minister at the top of this structure. In the next category were the chiefs of courts, in every state there was a court system similar to the central court, and the state minister was at the head of this system (Klausner, 1984: 31). In the early years of the second decade of his reign, Naser al-Din Shah made efforts to form multiple ministries in the European style, but in principle, institutional and structural changes in any phenomenon that has a historical background are simply not possible and the existing order against the changes resists (Scott, 2008: 69). The efforts of the era of Naser al-Din Shah did not have the expected results and even led to clear chaos and disorganization in the divisions and mechanisms of the executive bodies. The problem of instability of management and structural changes of organizations and judicial institutions has had a historical precedent (Sadat Nejad et al., 2019: 122). In fact, it can be said that these changes have been institutionalized in the management culture of Iranians and extensive management changes have been accepted by the cultural and social system of Iranians in every political period. This is despite the fact that we have always witnessed the serious damage of these changes on the country's development system. In this way, in general, every manager was initially without executive experience in his management field, and after gaining experience, he included managerial changes. This situation has caused confusion and disorder in the administrative and executive system of the country. Based on this, rules and indicators should be considered for changes and should be done based on performance evaluation in accordance with objective and tangible indicators of stability or changes in management.

#### **4. Discussion and Conclusion**

Based on the comparative study between Farabi's viewpoints and contemporary theories of management and planning, many things are compatible with each other regarding the features and attributes needed by managers, but what is important is the compatibility of ideas and theories with the existing context for It is a practical and executive operation in the urban management and planning system in the country. As mentioned in the review section of the country's planning and management environment, although there are laws and regulations regarding the traits and characteristics of managers, we are facing difficulties and expediency in the implementation position. Based on this, it is suggested that a database of employees of executive bodies who have at least 5 years of executive experience be formed and an arrangement be made that senior managers are only allowed to appoint operational managers from within this bank. It is also suggested that the index of "adherence to the implementation of the operational plans of the organization" should be considered as one of the main indicators in the appointment of managers of executive organizations.

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