

Pathology of affecting factors on the preparation of staff on the vergr of NAJA retirement

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Received: 2020/11/13 Approved: 2021/021/13

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Scientific, promotive journal of Naja Manpower Applied research

Abstract

The main purpose of this article is to diagnose the factors affecting the preparation of employees on the verge of NAJA retirement. Therefore, effective factors have been studied in both individual and organizational dimensions. The present study the research quantitative in terms of research approach. Its punvere is applied and its method is descriptive-survey. The statistical population consists of all employees with 25 years or more of service. According to the statistical population, 400 people were selected as a statistical sample through Cochran's test based on multi-stage cluster sampling method. The data collection tool was a researcher-made questionnaire which validity was obtained using the sampling adequacy index of 0.925 and the reliability of the questionnaire using Cronbach's alpha was 0.87. Data analysis was performed using Spss software using paired and one-sample t-tests. the Findings showed that the individual dimension including the components of concern (0.25) and hope (0.18) and the organizational dimension including the component of expectations (0.31) and needs (0.26) are involved in preparing employees on the verge of retirement. . The findings also showed that there is a gap between the current situation and the desired one. The results showed that the necessary strategies should be provided to reduce the worries and fulfill the hopes, expectations and needs of employees on the verge of retirement, which requires the use of legal, educational, structural and cultural tools to bridge the gap between the status quo and the desired. Destroyed and prepared employees for retirement.

Keywords: Pathology, retiring staff, retired staff, NAJA staff

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