

Unifying principle for Technological Development Action (A Case Study: Leather Industry)

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ABSTRACT

Development action may be conducive to productivity improvement when there is consensus about mission and when most work procedures depend on technical or technological considerations. This study is based on a sample of small official organization and the influence of organization characteristics such as technological development action of organization have been well explored over the last decades. Sector contrasts between the largest group of organization in organizations in the sample and size involves employment and turnover variables were included in some of the preliminary analysis but no sector or size effects were detected and organization was defined as one with less than 50 employees. The data relate to a sample drawn from independent plants. The interview schedule was designed to collect data on technological development action in addition to asking about the presence or absence of a technological development action and, where appropriate, the time period to which the plan applied.

KEY WORDS: technological development action, productivity, management

1. INTRODUCTION

Development action may be conducive to productivity improvement when there is consensus about mission and when most work procedures depend on technical or technological considerations. Unimpeachable technological development action is one of the important factors in executive success. Development plan, the preparation of the technological development action may have been driven by external forces. The technological development action has been one of the fastest growing executive of organizations. The organizations characteristics showing a significant association with a commitment to technological development action include an above average level of productivity, differentiation and management. There are arguing that formal written action may be inappropriate for the organizations but this seems a minority view. In business, development action provides overall direction for specific units such as financial focuses, projects, human resources and marketing. Development business technology action in organizations acquired an impetus with long-term policy statements, such as business vision. Public participation in the science and technology policy-making has become an important trend in many western countries. The need to explicitly involve the public in the policy-making process has been identified as a government priority (Frewer et al. 2001). Although unimpeachable technological development action relationships appear to be similar, there are enough subtle differences to discount using brand value as a substitute for the value of a customer relationship. For example, in business-to-business or service businesses such as consultancies or solicitors, a customer's relationship may be purely with key personnel regardless of the unimpeachable technological outputs.

2. Unimpeachable technological development

Development plan is a process by which we can envision the future and develop the necessary procedures and operations to influence and achieve that future. There is no doubt that valuing acquired intangibles such as brands, patents and customer lists makes a lot of sense rather than placing these business critical assets in the technological black hole known as goodwill. Furthermore, an unimpeachable technological development action sphere of influence extends beyond customer relations with suppliers as improved negotiating position and external stakeholders as investors and government. Hence, it would be unreasonable to attribute such financial benefits generated by the brand to a customer relationship. There is also a considerable history of participatory technology assessment, which has served as an inspiration for similar experiments in other nations. If not yet in general practice, the awareness of the participatory approaches, at least, has become common. Modern technology has often been the topic of the first participatory experiments with science and technology policy-making. A central motivation for this has been the public uneasiness towards many of the applications of gene technology, as well as the general distrust of the public towards officials, scientists and representatives of industry in the management of risks. Participatory decision-making has been considered as a means for reconstructing trust in risk management with modern technologies. Although it is a generally hold idea that the possibilities for public participation should be increased, it is not an easy task. There seems to be both practical and political obstacles for its realization. The practical impediments are related to the limited experience and know how on participatory methodologies and practices.

It is often the frustrated scientists and industrialists which have been suspicious about the abilities of the public to engage in difficult technological questions, such as technology. This attitude has slowed down the introduction of participatory processes in policy-making.

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3. Development action

A business vision provides the wanted scenario to strive for, the end point of a long-term policy. However, the development plan may serve as a development action document for the managers, entrepreneurs and workers, a plan to guide the executive and serve as a basis for taking development decisions and also it may serve as a subsequent monitoring device.

The approaches applied by accountants and the resulting values, however, equally valid for development action and performance measurement or simply numbers to satisfy the information requirements of investors and efficient development action? To the extent that economic globalization processes dominate the behavior of firms, differentiated by sectors and regions, free trade terms strongly permeate public decisions on higher education, especially in regard to the orientation of plans and programs of study and its influence on vocational training (Mungaray, 2001). The training concept refers to the set of practices with its principles, rules and means or instruments through which subjects are produced in different developments of its powers. (Icfes, 2001: 359). Professional aimed at the provision of labor services, advisory and management consultancy to authorities, composed of linked service work, or outsourcing in areas of taxation, marketing, information collection and analysis, financial assessment, market research, recruitment, finally, actions that are geared to meet the needs of the administration. As in many other fields, development action professionals often cloak their work in pseudo scientific jargon designed to glorify their work and create client dependence. In reality, development action process is neither scientific nor complex. With modest, front-end assistance and the occasional services of an outside facilitator, organizations can develop and manage an on-going and effective action program.

Organizations appear to gain more because they can derive considerable benefits not only from adaptive thinking, but also from integration and control. Small organizations can derive considerable benefits from adaptive thinking but probably gain less than large firms from the integration and control aspects of development action. Development action consists of a set of underlying processes that are intended to create or manipulate a situation to create a more favorable outcome for a company. This is quite different from tradition tactical action that is more defensive based and depends on the move of competition to drive the company's move.

In business, development action provides overall direction for specific units such as financial focuses, projects, human resources and marketing. Development action may be conducive to productivity improvement when there is consensus about mission and when most work procedures depend on technical or technological considerations. This study goes beyond the observation of some research that questioned the existence of direct casual relationships between the use of development action and improved performance. The different uses of the term development action vary from broad ones which include the purposes of defining purpose, objectives and goals to very narrow ones namely, those that deal with the means for achieving given objectives.

Development plan may be defined broadly or narrowly. However, this formulation still does not help managers in the public sector, for now they need to decide not only whether they want to develop development plans but also whether they should approach such plans with a global perspective or with a narrower one. Thus, what seems to be a problem of semantics masks a fundamental question about the inclusion or exclusion of goal definition from the development action process. Development plan is a tool for finding the best future for your organization and the best path to reach that destination. An organization's development planners already know much of what will go into a development plan. However, development of the development plan greatly helps to clarify the organization's plans and ensure that key leaders are all on the same script but far more important than the development plan document is the development action process itself. The development action process begins with an assessment of the current economic situation. Examining factors outside of the company can affect the company's performance. In most cases, it makes sense to focus on the national, local or regional and industry economic forecasts. This part of the analysis should begin early, at least a quarter or so before the formal action process begins. Hence, it's been concluded that, development action positively affects organizations' performance, or more specifically, the amount of development action an organization conducts positively affects its financial performance. Since the case study used for this research study is a organization, there is a need to understand development action and performance relationships in organization. The result from past researches suggested that the intensity with which banks engage in the development action process has a direct positive effect on organizational performance and mediates the effect of managerial and organizational factors on organizational performance. Results also indicated a reciprocal relationship between development action intensity and organizational performance. That is, development action intensity causes better performance and in turn, better performance causes greater development action intensity.

In response to increasing complexity and change in the financial services industry, banks have turned to development action. The relatively new trend towards development action in banks is viewed as a move designed not only to help them negotiate their environment more effectively, but to improve their financial performance as well. In consistent results of bank-related research, however, have not fully resolved the issue of whether development action leads to improvements in banks financial performance. The effects of factors on development action intensity have been suggested by several studies. As suggested by the inconsistent research findings, past studies have unspecified the relationship between development action and financial performance in organizations.

Misspecification of this relationship might be attributed to past studies' lack of attention to the relationship among these managerial, environmental, organizational factors and their potential impact on action intensity and performance.

4. Technology transfer progresses

The consideration of such factors in the present study is viewed as a significant issue that holds implications for future

research as well as for action practices. Public technological meet a social need, as the inescapable requirement that every entity has to know their own financial situation through a timely and accurate information to enable it to make management decisions and to provide the fulfillment of their obligations of any kind and will serves to control their assets, rights and heritage.

Management of effective technology of successful technology alliances is one essential element embedded in the entire technology transfer process is effective communication. Some 40 technology transfer experts all agreed that the key to effective technology transfer is effective communication between those who have developed the technology and those who can use the technology in operations. In addition, a certain level of trust among partners and the best use of human resources between companies are ingredients for success in technology transfer. A traditional and a most established structure of productivity, differentiation and management public understanding of science is science communication in the form of disseminating of information to the organization through various media. Another area with considerable history in policy making is the sampling of information about the organization with survey research. Survey research on the organizational understanding of science and technology has been rather sporadic.

Interestingly, in respect to the rather limited data on the attitudes of technological development action to productivity, differentiation and management, organization understanding of technology and technological development action has been studied more extensively since the latter.

The growing interest in studying the organizational opinion on gene technological development action coincided with the beginning of the heated organization debate about genetically engineered. Technology transfer progresses through three phases:

Anticipation phase: During this phase companies focus on anticipating the price of technology, mode of transfer, choice of potential partners and clients and typical agreements like protecting intellectual property.

Confrontation phase: This phase is a period of aggressive negotiation, risk management and cross-cultural concerns.

Implementation phase: This includes financing, project management, and adaptation of technologies to specific local requirements and transmission of know-how, training and technical aid.

Successful technology transfer requires supervision and good management. The next section will illustrate key elements for successful technology transfer through alliances and risk management. A central motivation for this has been the public uneasiness towards many of the applications of gene organizations technology, as well as the general distrust of the public towards officials, scientists and representatives of organizations in the management of risks.

5. Development technological action

The insights in the theory of organizational risk provide also a theoretical basis for the general characterization of the roles of both the organization and the technological development action under the Competitive model. The managers are there in the role of a subject to be empowered against the identity threatening or objectifying forces of technological development action, whereas technological development action is put under reflexive or rules changing and control. Technological is the area of knowledge whose aim is the record and summary of the financial effects of transactions carried out by an economic entity, as well as external economic events affecting them, to inform interested parties in making decisions about finances and financial control of that entity (Flores Konia, 2005). In corporate settings, where large investments for technological development action in coaching programmers are underway, evidence is required to justify these expenditures. In development system terms, the organization may be governed by experienced senior managers. In this way, executives systems that require sustained high levels of creative response will reward emotional intelligence over rational intelligence. Technological development action mission is to provide a professional service that always exceeds the expectations of its customers and the public, to accept the ongoing challenge with the power of knowledge and the will to achieve effective results with his professional activity. In the situation described, there are practical, theoretical or juridical pressures for public inclusion in the processes of policy-making while, at the same time, there is lacking competence and political will for its realization. This study analyzes the technological way of solving the problem of inclusion in technological development action policy. Theoretical inspiration of critical model stems from the theory of risk society.

In the practical model there is an endemic need for increasing effective science communication. Thus, the inclusion of the manager's in the structures of technological development action decision making is neither principally refuted nor taken as a point of departure. Participatory procedures will be used if they can increase the manager's acceptance of the applications of technological development action; they will not be used, if the contrary is true. In principle, the practical promise may function as an incentive for manager's inclusion, if there is proof for its effectiveness. On the other hand, there may be a temptation to set practical boundary conditions for the inclusion of manager's opinion, which would mean that the participation would be to some extent, is illusory and hardly immune to co-optation. In the competitive model, the empowerments of workers sustainable decision-making are core values, to which increasing participation is though to be a most appropriate means. If the competitive model were dominant, the structures of the technological development action decision making would differ greatly from the current, including even utopian features. This reminds us about the problems to be waited if an experimental type of approach will be taken as a general platform. There will not only be tensions with traditional conceptions of effective policy making, but a lot of experiments with social inventions that never lead to innovations. As we know from political history, the development of social innovations typically is a particularly slow process. The described models are idealizations, which can be used in the analyses of the historical turns of technological development action activities. In reality, however, the different approaches will not be mutually exclusive, but overlapping.

The practical model, for example, may coincide with enlightenment model, since both are based on the deficit approach. There are also ideas of enlightenment in the strivings of competitive model for empowering citizens with matters of technological development action.

There are even congruent interests in the practical and the competitive models, since the creation of favorable conditions for the scientific industrial development, what practical model favors, may in the long run depend on the capability of combining workers rationality in the decision making structures, which is a central striving in the competitive model. Models of development that build logically among different experiences are required. Modern business technology has often been the topic of the first participatory experiments with science and organizations technology policy-making. In addition, Technology transfer can include the sharing of a precise component of information or in-depth corporate know-how. The receiver at this stage is a sub-contractor with limited technical assistance, so there is a very limited transfer of technology. The transfer of technology accelerates, as there is full technical aid with scientific assistance, adaptation, use of materials and transmission of results and formulas. At the same time the risks also increase.

6. Technological development action steps

Survey research, which measures organizational opinion or level of knowledge, is an often given example of the basic technique of deficit model. It can be used for measuring the organizational ignorance of science. The technological development action should include both short-term and long term goals and plans and a method to ensure that the plan is deployed and adhered to should be part of the management review procedure throughout the organization. Procedure should include the description of the timetable for strategy and technological development action development should be including and how the development considers customer requirements, information related to quality, operational performance, and relevant financial data are collected, analyzed, and integrated into the strategy development should be included in this procedure. These should be compared with similar measures of competitors and or appropriate benchmarks. Continuous improvement describe the main types of data and information needed to support operations and decision making, and to drive improvement of this executive process. The management and use of key performance measures should include periodic review for continued validity and need, as well as the analysis and use in process improvement. Factors in the evaluation might include completeness, timeliness, effectiveness, and reliability. Therefore technological development action is a term used by some to refer to what might be termed know-when and know-why. Although it seems reasonable to conceive of these as aspects of doing, it is difficult to envision them as being separate from that doing. Acquiring new technology is an essential first step in an organizational ability to improve competitive performance through innovation. Ultimate performance, however, depends also on the organizational abilities to effectively manage the new technology and related activities critical to successful technology adoption. Such activities include training, marketing, finance and investment. Organization can conduct internal training or technology transfer programmed similar. These can facilitate technology transfer within the organization and also the adoption of new technology from outside. Organization must develop development cohesion among all aspects of the innovation process. Further, in situations where organization must obtain technology resources from external partners e.g. public institutions, larger corporations, subsidiaries, a successful technology venture will depend on an organizational ability to set up, organize and effectively manage these cooperative relationships.

Productivity, differentiation and management predictions of the direction in which the variables will operate are inevitably problematic as there is little prior work on the determinants of technological development action. A distinction here may be drawn between those for whom the current organization is their first and serial founders. Environmental acceptance of organization thought to be an important lubricator for modern business, and promoted by raising the overall level of business awareness of organization. Workers was identified as an influence on organization behavior and perhaps where technological development action was seen as an important part of behavior, would tend to encourage technological development action in organization.

Organization founders are drawn either from operatives or from those with previous managerial experience. These managers could answer the key questions about the environmental and development system variables in which interested. A major initiative to modernize the infrastructure in organization will be undertaken. To begin with, a significant number of business person, as also business engineering, would be selected for this support to make an impact. A strong base of technological development action provides a crucial foundation. Special emphasis will be placed on equity in development, so that the benefits of technological development action growth reach the majority of the population, particularly the disadvantaged sections, leading to an improved quality of life for every citizen of the organization.

7. METHODOLOGY

The insights in the theory of organizational risk provide also a theoretical basis for the general characterization of the roles of both the organization and the technological development action under the Competitive model. The managers are there in the role of a subject to be empowered against the identity threatening or objectifying forces of technological development action, whereas technological development action is put under reflexive or rules changing and control. This study draws from some of the many publications on the use of development action in the private sector and from the growing number of those that deal with its uses and potential for the public sector. One of the major purposes of development action is to promote the process of adaptive thinking or thinking about how to attain and maintain firm environment alignment. In addition, this study is based on a sample of small official organization and the influence of organization characteristics such as technological development action of organization have been well explored over the last decades. Sector contrasts between the largest group of organization in organizations in the sample

and size involves employment and turnover variables were included in some of the preliminary analysis but no sector or size effects were detected and organization was defined as one with less than 50 employees. The data relate to a sample drawn from independent plants. In the practical model there is an endemic need for increasing effective science communication.

8. RESULTS

The inclusion of the manager's in the structures of technological development action decision making is neither principally refuted nor taken as a point of departure. Participatory procedures will be used if they can increase the manager's acceptance of the applications of technological development action; they will not be used, if the contrary is true. In principle, the practical promise may function as an incentive for manager's inclusion, if there is proof for its effectiveness. On the other hand, there may be a temptation to set practical boundary conditions for the inclusion of manager's opinion, which would mean that the participation would be to some extent, is illusory and hardly immune to co-optation. The interview schedule was designed to collect data on technological development action in addition to asking about the presence or absence of a technological development action and, where appropriate, the time period to which the plan applied.

The technological development action is highly sought after by major technological firms and auditors and all manner of public and private, to incorporate into work activities, given the importance of technological, financial and fiscal. It started as an intern before finishing his career, allowing organization to enter and have extensive experience in the professional field and then you have large amounts of development within them. It is essential to meet the need of imparting knowledge to generate technological information that, in turn serve to support both process management and leadership of organizations such as the requirements arising in the specific historical context in which these organizations are embedded. Contact with the client based on a thorough understanding of organizational business and securing financial and technological information, enables it to provide complete solutions and expanded in a portfolio of professional services. The key point to emerge from this measure of the extent of technological development action and seeking service receivers in organization is that there are two groups of technological development action and productivity, differentiation and management those seeking customer and those not seeking customer. It is therefore important to ask how this dichotomy can be explained.

Clearly, technological development action is not a feature of the majority organizations, at least not within this sample of organization within this location. The public accountant is an important factor in entrepreneurship and enterprise development in general in particular, which enhances its importance and commitment of the profession to society. The growth orientated productivity, differentiation and management had a high propensity to have a technological development action whether measured by actively seeking new customer ($p = 0.064$). In part, this may reflect the point noted earlier, that the necessity to raise finance to fund expansion might require the preparation of a technological development action for the funding agencies. Of small organizations who actively sought new customer, over one half had a technological development action whereas this was true of less than one quarter of those who were less proactive in developing their customer base Table 1.

Table 1: technological development action and productivity, differentiation and management			
technological development action and seeking Service receivers			
		Seeking customer	Not Seeking customer
With Plan	%	71	17
No Plan	%	29	83
Chi-square			3.09
tail			Two
P			0.082

Clearly, technological development action and seeking Service receivers is not a feature of the majority technological development action and productivity, differentiation and management, at least not within this sample of organization within this location. Nevertheless, technological development action and productivity, differentiation and management did exist in just under of the surveyed organization. Over 71 percent of organizations with seeking customer were action. A further 79 percent were operating within the not seeking customer. It is important to stress that this study is confined to a sample of the technological development action and productivity, differentiation and management in one part of the area of business zone. Further, the characteristics which have been measured can be grouped into environmental and business variables rather than those variables which measure attributes of the personality of the technological development action and seeking service receivers. It is also recognized that the relationships only significant at a relatively low level but this reflects, in part, the small size of our initial sample. Productivity, differentiation and management predictions of the direction in which the variables will operate are inevitably problematic as there is little prior work on the determinants of technological development action. In addition, a certain level of trust among partners and the best use of human resources between companies are ingredients for success in technology transfer. A traditional and a most established structure of productivity, differentiation and management public understanding of science is science communication in the form of disseminating of information to the organization through various media. Another area with considerable history in policy making is the sampling of information about the organization with survey research. Success is most likely to come from approaches to those productivity, differentiation and management with the characteristics of planners but who are not yet planners. Analysis

of the environmental and development characteristics of productivity, differentiation and management identified a set of variables.

9. Conclusions

There was no evidence that previous management experience was linked to a higher propensity to business plan. Those technological development action and productivity, differentiation and management with management experience are somewhat cynical of the value of paper exercises and the writing of business plans. It is important to stress that this study is confined to a sample of the productivity, differentiation and management. It is also recognized that the relationships only significant at a relatively low level but this reflects, in part, the small size of our initial sample. The experimental orientation with new approaches and methodologies is striking. Just to give an illustration: IT assessment was conducted as an extensive expert evaluation in which about one hundred specialists were involved and professional seminars organized; in GT there was a strong orientation towards a problem centered approach, which was further defined experimenting with multiple criteria decision aids, and put into practice with qualitative and ethical research; KM assessment was a continuation for the IT study leading to practical alignments about the role of technology foresight as an instrument for national knowledge management; in the study there was an experimentation. There was no evidence that previous management experience was linked to a higher propensity to official plan. Technological development action is a characteristic of organizations that there still remains a high proportion of productivity, differentiation and management can be an influence upon undertakes technological development action. In addition, this study is based on a sample of small official organization and the influence of organization characteristics such as technological development action of organization have been well explored over the last decades. Sector contrasts between the largest group of organization in organizations in the sample and size involves employment and turnover variables were included in some of the preliminary analysis but no sector or size effects were detected and organization was defined as one with less than 50 employees. The data relate to a sample drawn from independent plants. In the practical model there is an endemic need for increasing effective science communication.

Management of effective technology of successful technology alliances is one essential element embedded in the entire technology transfer process is effective communication. Some 40 technology transfer experts all agreed that the key to effective technology transfer is effective communication between those who have developed the technology and those who can use the technology in operations. In addition, a certain level of trust among partners and the best use of human resources between companies are ingredients for success in technology transfer.

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