Prioritize the effective factors in maintenance staff knowledge of Universities

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ABSTRACT

The main objective of this research is to prioritize in maintenance of knowledge- based staff of Islamic Azad University of Mazandaran province. This study was descriptive that Is done with survey method. The study population consisted of 1700 people that Among these people, 300 people stratified cluster random sampling were selected based on community. To ensure the validity and reliability of the data collected by the opinions of experts and Cronbach's alpha management (92/0) is used. The data according to the research objectives and were analyzed with SPSS software. The results showed that compliance with an average score of 099/4 most important factors related to the reward system of science-based factors contributing to the maintenance staff was. Factors related to job design, with an average score 077/4, in partnership with the average score of 054/4, 044/4 feel significant difference between mean scores, competition system and the independence and freedom of action with an average score of 019/4 and motivational factors Average rating ranks next in importance were 902/3.

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