

ALIREZA TASHAKORIAN JAHROMI

Ph.D. in Management (Human Resource Management)

Assistant Professor of Management
Department of Management & Economics
Faculty of Literature and Humanities, University of Birjand, Iran

ACADEMIC CURRICULUM VITAE

Prepared from the official academic CV provided by the author

ACADEMIC PROFILE

Alireza Tashakorian Jahromi is a full-time faculty member and Assistant Professor of Management at the University of Birjand, with a specialization in Human Resource Management. His academic profile combines management and organizational theory, human resource management, public-sector management, entrepreneurship and innovation, internal marketing, and applied organizational research. His documented academic trajectory includes top-student distinctions at the graduate and doctoral levels, a research fellowship at McGill University in Canada, and admission to postdoctoral study at a university in Quebec, Canada. He also has professional and managerial experience in recruitment, selection, assessment centers, and organizational projects.

Source note: Institutional profile and CV record supplied by the author; no unsupported contact information or qualifications have been added.

ACADEMIC APPOINTMENTS & CURRENT POSITIONS

Assistant Professor of Management, University of Birjand | 2022–present — Full-time faculty member; Department of Management & Economics, Faculty of Literature and Humanities

Head / Acting Head, Department of Management & Economics, University of Birjand | 2024–present — Faculty of Literature and Humanities

Secretary, Provincial Think-Tank Council (Heyat-e Andishehvar), South Khorasan | 2025–present — Provincial advisory and knowledge-oriented role

Head of Recruitment & Employment Administration, Tehran | 2019–2022 — Administrative and professional management role

RESEARCH INTERESTS

- Management and Organizational Theories
- Human Resource Recruitment and Selection
- Assessment Centers
- Employee Training and Development
- Internal Marketing
- Human Resource Management
- Organizational Entrepreneurship and Innovation
- Public-Sector Entrepreneurship and Governance
- Strategy and Innovation
- Organizational Behavior and Management Research

EDUCATION & INTERNATIONAL ACADEMIC EXPERIENCE

Qualification / Academic Experience	Field / Specialization	Institution / Country
Ph.D. in Management	Human Resource Management	University of Sistan and Baluchestan, Iran — 2019
Research Fellowship in Management	Management research	McGill University, Canada
Postdoctoral Admission	Postdoctoral study	University in Quebec, Canada
M.A. — academic record noted in institutional CV	Management-related academic study; exact program title not stated in supplied CV	—

ACADEMIC DISTINCTIONS & HONORS

Top student (Rank 1), Ph.D. program — Office of Talented Students, University

Outstanding academic student, Ph.D. program — University Presidency

Outstanding / gifted student, M.A. program — Office of Talented Students, University

Top M.A. student by GPA — University Education Office

Postdoctoral admission — University of Quebec, Quebec, Canada

Selected for Salman Elite Scheme — Imam Hossein Comprehensive University

Manager of the Year Award — Insurance Industry — President of the Central Insurance of the Islamic Republic of Iran

EMPLOYMENT INFORMATION

University of Birjand | **2022–present** — Assistant Professor; Contractual appointment; Full-time

TEACHING PORTFOLIO

Documented areas of specialized teaching include:

- Human Resource Management
- Management & Organizational Theories
- Research Methods
- Organizational Behavior Management
- Specialized English for Management
- Entrepreneurship and Innovation Theories
- Organizational Entrepreneurship
- Entrepreneurship in Government Organizations
- Entrepreneurial Marketing and Branding
- Strategy and Innovation

ACADEMIC ADVISING & STUDENT SUPERVISION

- Academic advisor to M.A. students in Entrepreneurship, University of Birjand (2024 intake).
- Academic advisor to students in Public Management, University of Birjand (2023 intake).
- Advisor to the Scientific Association of Public Administration, University of Birjand.

PROFESSIONAL TRAINING & WORKSHOPS

Organization	Workshop / Course	Audience
Hope Entrepreneurship Fund	Customer Relationship Management and Principles of Negotiation	Managers and employees
Ministry of Industry, Mine and Trade	Marketing	Managers and employees
Social Security Hospital	Employee Satisfaction and Customer Satisfaction	Professional staff
Social Security Hospital	Customer/Client Respect Program (Takrim-e-Arbab-e-Roju)	Professional staff
Iran Cultural Heritage Organization	Sales Techniques	Employees
University of Sistan and Baluchestan	Academic Article Writing	Ph.D. students
Jahad Daneshgahi	Organizational Leadership and Human Relations	Managers and employees
University of Birjand	New Approaches to Marketing and Business	Students

RESEARCH & CONSULTING PROJECTS

Project	Role	Client / Institution
Identifying the causes and deterrents of corruption in governmental agencies in South Khorasan	Principal Investigator	General Inspection Organization of South Khorasan
Designing a multi-level systemic model of corruption in the public sector	Principal Investigator	General Inspection Organization of South Khorasan
Examining the effectiveness of supportive policies for employment and empowerment of beneficiaries	Principal Investigator	South Khorasan Welfare Organization
Synergy model between executive agencies and civil-society institutions	Principal Investigator	Defense Industries Research Institute
Designing a green human resource management model for a special naval group	Project Consultant	Khatam al-Anbiya
Reviewing and developing the strategic plan	Consultant	Social Security Hospital
Developing a competency model for general and specialized competencies of experts	Principal Investigator	Alborz Insurance Company, Tehran
Marketing and HRM between Interaction	Researcher / Research Collaborator	McGill University, Canada
Strategic and operational plan of the University of Birjand toward 1408–1404	Project Collaborator	University of Birjand
Designing an HR recruitment model based on assessment and development centers	Designer and Project Lead	Central Insurance Headquarters, Tehran
Implementation of HR recruitment assessment centers	Assessment Center Manager	Central Insurance Headquarters, Tehran

ADDITIONAL ACADEMIC & ADMINISTRATIVE RESPONSIBILITIES

- National Organization for Educational Testing (Sanjesh): reviewer of examination questions.
- Provincial Monitoring, Evaluation and Quality Assurance Board: representative for South Khorasan universities.
- University of Birjand: representative of the student recruitment initiative for talented students, Faculty of Humanities.
- University of Birjand: Deputy Head / Assistant Head of the Department of Management & Economics.

EDITORIAL, PEER-REVIEW & ACADEMIC SERVICE

Journal / Venue	Institution / Index	Role
Health Journal	Iran University of Medical Sciences, Tehran	Scientific Reviewer
Iranian Journal of Nursing Education	Tehran University of Medical Sciences	Scientific Reviewer
Green Management Studies	University of Birjand	Specialized / Scientific Reviewer
Iranian Journal of Strategic Management Studies	—	Scientific Reviewer
Cultural Studies	—	Scientific Reviewer
Governance and Scientific Research & Development	University of Sistan and Baluchestan	Scientific Reviewer
The Interdisciplinary Journal of Management Studies	Scopus	Scientific Reviewer
Iranian Journal of Public Administration Studies	—	Scientific Reviewer

The institutional CV also records service as Specialized Secretary of the scientific-research journal “Green Management Studies.”

SCIENTIFIC & PROFESSIONAL ASSOCIATION MEMBERSHIPS

- Iranian Management Association — Student membership
- Iranian Association of Industrial Management — Specialized membership
- Islamic and Revolutionary Scientists Association — General membership
- International Management-related professional associations — active membership as documented in institutional CV

CONFERENCE & EVENT SERVICE

- Scientific Committee Member, National Conference on the Sun of Velayat, University of Velayat.
- Scientific Committee Member, National Conference on Innovation and Value Creation in the Date Industry and Related Processing, University of Sistan and Baluchestan.
- Scientific Secretary, the largest specialized event for organizational managers in South Khorasan, University of Birjand.

CONFERENCE PAPERS & PRESENTATIONS

1. **“Service Innovation in the Public Sector as a Platform for Science and Technology Governance: Challenges and Opportunities.”** — First National Conference on the Civilizational Governance Model of Science and Technology, Tehran, 2024.
2. **“Service Innovation in the Public Sector as a Platform for Science and Technology Governance: Challenges and Opportunities.”** — Civilizational Governance Model of Science and Technology, Tehran, 2024.
3. **Khairalnisa Hosseinbar, Azita Hasani-Moghadam, Alireza Tashakorian Jahromi, & Mohammad Ghasemi. “Examining the Role of Information Technology in Supply Chain Management.”** — 2nd International Conference on Management and Economics Integration in Development, 2017.
4. **Hassan Movahedifar, Mohammad Ghasemi, & Alireza Tashakorian Jahromi. “The Role of Office Automation in Improving Employee Performance in Organizations.”** — National Conference on New Research in Management, Economics and Humanities, 2017.
5. **Kobra Ghasemzadeh, Mohammad Ghasemi, & Alireza Tashakorian Jahromi. “Examining the Impact of Enterprise Resource Planning on Organizational Agility and Effectiveness.”** — International Conference on Applied Management and Organizational Agility, 2017.
6. **Khodadad Azarian, Behzad Shahraki, Mohammad Ghasemi, & Alireza Tashakorian Jahromi. “The Role of Knowledge Management in Enterprise Resource Planning (ERP).”** — 1st International Conference on Management, Accounting, Economics and Social Sciences, 2017.
7. **Reyhaneh Makhdoumi Darmian, Mostafa Mir, Mahdieh Sheikh, & Alireza Tashakorian Jahromi. “The Role of Human Resource Implementation in Organizational Productivity among Employees of Zahedan Central Municipality.”** — 1st International Conference on Management, Accounting, Economics and Social Sciences, 2017.
8. **Alireza Tashakorian Jahromi, Mohammad Ghasemi, Hossein Salari, & Ali-Akbar Kadkhoda. “Information Revolution and Media as a Future Security Challenge (Threat) for Iran.”** — 7th International Conference on Accounting and Management with an Approach to New Research Sciences, 2017.

CONFERENCE PAPERS & PRESENTATIONS — CONTINUED

9. Alireza Mahmoudi, Mohammad Ghasemi, Alireza Tashakorian Jahromi, & Nasim Bastan. **“The Role of Cultural Issues and Ethics in E-Commerce.”** — 1st International Conference on Management, Accounting, Economics and Social Sciences, 2017.
10. Hamed Shahraki, Alireza Nasiri, Hossein-Ali Akbari, Mohammad Ghasemi, & Alireza Tashakorian Jahromi. **“Implementation of Knowledge Management in Multinational Companies through Enterprise Resource Planning Systems.”** — International Conference on Applied Management and Organizational Agility, 2017.
11. Mohammad Ghasemi, Fatemeh Abbasabadi, Seyedeh Khadijeh Seyedhosseini, Marzieh Amirzadeh, & Alireza Tashakorian Jahromi. **“A Review of the Impact of ERP on Organizational Improvement and Performance and an Examination of Success and Failure Factors.”** — 6th International Conference on Research in Engineering, Science and Technology, 2017.
12. Meysam Keykha, Seyed Mohsen Hosseini-Sarhadi, Mohammad Ghasemi, & Alireza Tashakorian Jahromi. **“Examining the Challenges and Benefits of Enterprise Resource Planning Systems with Emphasis on Business Organizations.”** — International Conference on New Research in Management, Economics and Tourism Industry Development, 2017.
13. Khairalnisa Hosseinbar, Azita Hasani-Moghadam, Alireza Tashakorian Jahromi, & Mohammad Ghasemi. **“Examining the Role of Information Technology in Supply Chain Management.”** — 2nd International Conference on Management and Economics Integration in Development, 2017.
14. Elmira Ghalasi Balakhaneh, Mohammadreza Noura, Shahram Azarkish, Mohammad Ghasemi, & Alireza Tashakorian Jahromi. **“Examining the Role of ERP in Logistics Integration in Business Organizations with Limited Resources.”** — International Conference on New Research in Management, Economics and Tourism Industry Development, 2017.
15. Mohammad Ghasemi, Alireza Tashakorian Jahromi, Rasoul Soloujian, & Mehdi Zeydabadinejad. **“Examining the Position of the Human Resource Management Module in Enterprise Resource Planning.”** — Conference on Management, Accounting and Economic Sciences, 2017.
16. Zahra Vazifeh, Mohammadjavad Jamshidi, Javad Shokouhi, & Alireza Tashakorian Jahromi. **“A Model Explaining the Role of Organizational Culture Dimensions in Enhancing Customer Knowledge Management Based on the Denison Model.”** — 1st National Conference on Accounting and Management, 2013.

JOURNAL PUBLICATIONS

1. **“Development of a Multi-Level Systemic Model of Corruption in the Public Sector: Identification of Factors and Deterrents.”** — Strategic Research on Social Issues, 2026.
2. **“Exploring Mintzberg’s Fundamental Configurations of Organizational Structure: Entrepreneurial Organization, Machine Bureaucracy, Professional Bureaucracy, and Adhocracy/Project Organization.”** — Management Today, Vol. 82, pp. 137–153, 2025, ISC.
3. **“Explaining the Mechanism of Psychological Distress on Human Resource Commitment with Emphasis on the Role of Harmonious Leadership and Organizational Spirituality.”** — Management and Development Process, 2025, ISC; Grade A journal of the Ministry of Science.
4. **Alireza Tashakorian Jahromi & Abdolbaset Moradzadeh. “Explaining the Mediating Role of Organizational Agility in the Relationship between Information Technology Governance and Knowledge Productivity in the General Department of Roads and Urban Development of Southern Sistan and Baluchestan.”** — Information Management Sciences and Techniques, Vol. 11, No. 2, pp. 255–278, 2025.
5. **Seyed Hassan Hosseini & Alireza Tashakorian Jahromi. “Designing a Three-Dimensional Model of Managerial Competencies in the Administrative System from the Perspective of Nahj al-Balagha: A Thematic Analysis Approach.”** — Alavi Research Quarterly, Vol. 28, No. 14, pp. 34–64, 2024, ISC.
6. **Alireza Tashakorian Jahromi & Seyed Hassan Hosseini. “Designing a Three-Dimensional Model of Managerial Competencies in the Administrative System from the Perspective of Nahj al-Balagha: A Thematic Analysis Approach.”** — Alavi Research Quarterly, 2024, ISC.
7. **“Designing a Multi-Level Lean Leadership Model in Organizations with Emphasis on Synergy across Human Resource and Organizational Levels.”** — Human Resource Management and Support Development, Vol. 66, No. 78, pp. 1–29, 2026, ISC.
8. **“The Mechanism of Psychological Distress on Human Resource Commitment with Emphasis on Harmonious Leadership and Organizational Spirituality.”** — Management and Development Process, Vol. 38, No. 4, pp. 35–61, 2026, ISC.

JOURNAL PUBLICATIONS — CONTINUED

9. **“Development of a Multi-Level Systemic Model of Corruption in the Public Sector: Identification of Factors and Deterrents.”** — Strategic Research on Social Issues, Vol. 1, No. 52, pp. 131–153, 2026, ISC.
10. **“Exploring Mintzberg’s Fundamental Configurations of Organizational Structure: Entrepreneurial Organization, Machine Bureaucracy, Professional Bureaucracy, and Adhocracy/Project Organization.”** — Management Today, Vol. 82, pp. 137–153, 2025, ISC.
11. **Ehsan Zangeneh & Alireza Tashakorian Jahromi. “Designing a Model of Effective Criteria for Provincial Development Management Mechanisms Using Fuzzy Delphi.”** — Green Management Studies, Vol. 3, No. 4, pp. 297–321, 2025, ISC.
12. **“Analyzing the Role of Human Capital Management Functions in Patient Satisfaction with the Mediating Role of Intra-Organizational Satisfaction and Nurses’ Attitudinal and Affective Pride.”** — Iranian Journal of Nursing Research, Vol. 19, No. 3, pp. 1–19, 2024, ISC.
13. **“Designing a Satellite Model of Criteria for Enhancing the Performance of Healthcare Service Centers: A Thematic Analysis Approach.”** — Journal of Health Administration, 2024, Scopus.
14. **“An Organizational Bureaucracy–Democracy Balance Model Based on Thematic Analysis of Nahj al-Balagha: The Image of Excellent Organizations in the New Islamic Civilization.”** — Fundamental Studies of the New Islamic Civilization, pp. 1–24, 2024, ISC.
15. **“Designing a Multi-Level Lean Leadership Model in Organizations with Emphasis on Synergy across Human Resource and Organizational Levels.”** — Human Resource Management and Support Development, No. 66, 2025; ISC Q1, as recorded in the institutional CV.
16. **Alireza Tashakorian Jahromi & Abdolbaset Moradzadeh. “Explaining the Mediating Role of Organizational Agility in the Relationship between Information Technology Governance and Knowledge Productivity in Southern Sistan and Baluchestan Roads and Urban Development.”** — Information Management Sciences and Techniques, 2024, ISC.
17. **Mohammad Esmaeil Ezazi & Alireza Tashakorian Jahromi. “Reviewing Effective Factors on Efficiency of ECSI Model in Order to Respect Customers.”** — Asian Journal of Research in Business Economics and Management, 2014.

JOURNAL PUBLICATIONS — EARLIER WORKS

18. Keyvan Barzegar, Mehdi Adibifard, & Alireza Tashakorian Jahromi. “A Comprehensive Green Human Resource Management Framework Using Meta-Synthesis.” — Scientific Quarterly Journal of Human Resource Studies, 2022.
19. Abdolali Kashtegar, Alireza Tashakorian Jahromi, & Meysam Shahbazi. “Explaining Curriculum Strategy for Developing Entrepreneurial Human Resources.” — Strategy Development Journal, 2018.
20. Alireza Tashakorian Jahromi, Seyed Ali-Gholi Roshan, & Bagher Kord. “Understanding Internal Marketing among Surgical Nurses and Its Role in Service Orientation and Patient Satisfaction in Hospitals.” — Health Promotion Management Quarterly, 2018.
21. Alireza Tashakorian Jahromi, Seyed Ali-Gholi Roshan, & Bagher Kord. “The Role of Nurses in Analyzing the Interaction of Individual Factors with Internal Marketing and Service Management in Customer Orientation in Hospitals.” — Nursing Education Journal, 2018.
22. Alireza Tashakorian Jahromi, Seyed Ali-Gholi Roshan, Javad Azizi, & Sajjad Hojatdoust. “Analyzing the Effect of Employee Empowerment and Communication Expertise on Their Job Performance.” — Iranian Journal of Occupational Health, 2018.
23. Alireza Tashakorian Jahromi, Normohammad Yaghoubian, Sajjad Hojatdoust, & Sadr al-Din Jahanbin. “Analyzing Transformational Leadership in Facilitating Innovation with the Mediating Roles of Psychological Empowerment and Knowledge Management among Military Personnel.” — Military Management Quarterly, 2017.
24. Alireza Tashakorian Jahromi, Seyed Ali-Gholi Roshan, & Mohsen Alam-Afshar. “Identification and Analysis of Lean Criteria in Healthcare Services Industry: A Case Study.” — Health Management Journal, 2017.
25. Alireza Tashakorian Jahromi, Seyed Ali-Gholi Roshan, & Bagher Kord. “Job Burnout as a Psychological Syndrome Predicting Aggression in Hospitals.” — Scientific Journal of Hamadan School of Nursing and Midwifery, 2017.
26. Alireza Tashakorian Jahromi, Seyed Ali-Gholi Roshan, & Bagher Kord. “Analysis of Nurses’ Socialization Tactics and Their Relationship with Organizational Culture and Resistance.” — Iranian Journal of Nursing Research, 2016.
27. Alireza Tashakorian Jahromi & Sharifeh Sarshar. “Performance Evaluation of Sales Representatives Based on the European Customer Satisfaction Index Model (Case Study: Saipa Automotive Company).” — Journal of Applied Environmental and Biological Sciences, 2015.
28. Alireza Tashakorian Jahromi & Seyed Ehsan Edalatjo. “Independent Reviewing of Intellectual Capital Component Role on Performance of Banking.” — International Journal of Current Life Sciences, 2015.
29. Abdolali Kashtegar & Alireza Tashakorian Jahromi. “Identification and Ranking of Factors Affecting the Commercialization of University Research Results.” — Higher Education Journal, 2015.
30. Alireza Tashakorian Jahromi & Abdolbaset Moradzadeh. “Network Analysis of Supply Chain Management Strategies for Date Processing: An Approach to Sustainable Development in Sistan and Baluchestan Province.” — Green Management Studies, 2024, Ministry of Science.

THESES / DISSERTATION TOPICS SUPERVISED OR DOCUMENTED

1. — Analysis of Effective Strategies for Advancing Internet Marketing in the Sales Development of Food Distribution Companies.
2. — Intellectual Property Management Models for Facilitating the Commercialization of Spin-Off Company Products.
3. — Analysis of Information Technology Drivers in the Development of Technology-Based Business Products.
4. — Identification and Analysis of Emotional Intelligence Components Affecting Organizational Citizenship Behavior among Hospital Nurses.
5. — Analysis of Organizational Culture and Communication Skills on Nurses' Job Performance.
6. — Analysis of the Contexts for Advancing E-Marketing in Tourist Attraction Based on Tourists' Attitudes.
7. — Identification and Analysis of Entrepreneurship Opportunity-Creation Factors in the Date Industry and Related Products Using an Entrepreneurial Marketing Approach.
8. — Effect of Discount Advertising on Consumers' Purchase Decisions through the Mediating Role of Brand Equity.
9. — Identification and Ranking of Costs Imposed on Government Offices and Organizations under the COVID-19 Crisis.
10. — Examining the Effect of Visionary Leadership on Employees' Organizational Voice through the Mediating Roles of Work Engagement and Employees' Financial Intelligence in the Grain Organization.

BOOKS

Entrepreneurial Governance (Governpreneurship) — University of Birjand.

English for Management Students — University of Birjand, 2025.

Relationship Marketing: Winning with Lasting Customers — Mehrban Publishing, Tehran, 2016.

Marketing: New Approaches — University of Sistan and Baluchestan.

PROFESSIONAL DEVELOPMENT

- Comprehensive Human Resource Management Course — Tehran.
- Comprehensive Recruitment and Employment Course — Tehran.
- Internal ISO Audit Course — Shiraz.
- Business Skills Course — Jihad Daneshgahi, Shiraz.
- Value Engineering Course — Tehran.
- Digital Transformation Course — Tehran.
- Customer Relationship Management Course — Tehran.
- Cyber Passive Defense Course — Tehran.

SELECTED PROFESSIONAL STRENGTHS

- Human Resource Management and recruitment systems
- Assessment and development centers
- Organizational and management theory
- Public-sector management, entrepreneurship and governance
- Research design and applied management studies
- Organizational strategy, innovation and transformation
- Internal marketing and service-oriented management
- Academic teaching, supervision, peer review and scientific event management

INSTITUTIONAL SOURCE

Official institutional CV record: University of Birjand, Faculty/Department profile of Alireza Tashakorian Jahromi. The supplied source is an 11-page institutional CV and has been used as the sole substantive basis for this English academic CV.

Editorial note: Where the Persian source contained ambiguous, duplicated, or visually degraded bibliographic information, the English CV preserves the documented substance rather than inventing missing metadata. Exact contact details were not present in the supplied source and therefore are intentionally omitted.