



# Khalil Safari

[kh.safari@pnu.ac.ir](mailto:kh.safari@pnu.ac.ir) , [kh.safari@gmail.com](mailto:kh.safari@gmail.com)

Academic Assistant Professor (Payam Noor Univesity)

۰۰۹۸۹۱۲۲۸۹۰۴۰۷

Iran, Shiraz

[Linkedin](#)

[Google Scholar](#)

[ORCID](#)

[Researchgate](#)

[Scopus](#)

[Publons](#)

## PERSONAL PEROFILE

As an Assistant professor in the Business Management field at Payam Noor University, looking to utilize my current analytical skills and knowledge, and also help me to further develop these skills in a practical and fast-paced environment.

My eventual career goal is to assume responsibility for teaching and research in an international environment, implement all my skills, and actively contribute to the overall success of any organization or society I work for.

I am eager to continue my research in an international university and a more dynamic atmosphere, to take advantage of being with educated and prominent people in my field of study and research.

## PROFESSIONAL EXPERIENCE

- Faculty member at Payam Noor University  
Fars Province, Iran. ۲۰۰۷-۱۰-۱۴ until now
- Dean of Kherameh Payame Noor University Center (a branch of Fars Payam Noor university)  
Kherameh, Fars Province, Iran. ۲۰۲۰-۰۲-۲۴ until now
- Chairman of the Strategic Council of the First National Conference on Social and Psychological Injuries with Emphasis on Behavioral Sciences  
Kherameh, Fars Province, Iran. ۲۰۲۱-۱۲-۱۶
- Unit Manager of Management Department at Kazeroon Payam Noor University.  
Kazeroon, Fars Province, Iran. ۲۰۱۴ until ۲۰۲۰
- Member of Educational Council of Fars province Payam Noor University.  
Shiraz, Fars Province, Iran. ۲۰۱۸ until ۲۰۲۰
- Member of the Cultural Council of the Kazeroon Payam Noor University.  
Kazeroon, Fars Province, Iran. ۲۰۱۱ until ۲۰۱۳
- Manager of Staff Training and Performance Evaluation of Fars Province Payam Noor Univesit.  
Shiraz, Fars Province, Iran. ۲۰۰۸ until ۲۰۰۹
- Supervised More than ۱۰ postgraduates on their theses.  
Fars Province, Iran. ۲۰۱۷-۰۳-۲۰ until now
- Electronic content production of some management lessons.  
Tehran, Iran. ۲۰۱۷-۰۱-۲۰ until ۲۰۲۱
- Human Resources Expert at Islamic Republic of Iran Railway Company  
Tehran, Iran. ۲۰۰۳ until ۲۰۰۶

## Research Experience

- ۲۰۰۹ [Investigating the relationship between the factors of psychological empowerment and organizational entrepreneurship of Payam Noor University in Fars province. \(In Persian\)](#)
- ۲۰۱۰ [Using integer linear programming in Shiraz Payam Noor University for Classes programing. \(In Persian\)](#)
- ۲۰۰۶ Identifying the talented humane resources for managerial positions in Islamic Republic of Iran Railway Company in ۳/۳ phases. (In Persian)
- ۲۰۰۵ Investigating Organizational Culture and Recognizing the booster and deterrent forces of organizational change in Islamic Republic of Iran Railway Company. (In Persian)

## EDUCATION

- ۲۰۱۲-۲۰۱۶ **PhD in Business Administration**  
University of Payam Noor  
Supervised by Professor Habibollah Danai.  
Due for submission September ۲۰۱۶.  
**Dissertation:** Designing an improving model for the perceived business environment by small and medium-sized enterprises (Case Study: Fars Province)
- ۲۰۰۳-۲۰۰۶ **Master's degree in Industrial management (Operation Research)**  
University of Shahid Beheshti.  
**Thesis:** Designing how to use barcode system in the Nissan pickup production line at Zamyad Company.
- ۱۹۹۹-۲۰۰۳ **Bachelor's degree in Industrial management**  
University of Yazd, Iran.

## Other Skills

- Software: Microsoft Office (Excel, Word, PowerPoint, OneNote), Wordpress, SPSS, Smart PLS, Amos, Camtasia, Mendeley.
- Language: Persian (Native), English (second language)
- Driving: Full, clean driving license.

## Acknowledgments

- ۲۰۰۷ Appreciation due to cooperation in the selection, appointment and change of managers of the Islamic Republic of Iran Railways.
- ۲۰۱۰ Appreciation due to Collaboration with the Education and Research Center of staff in the Fars Registration Organization

## Publications

- Safari K., Sheikhi M., Khabaz S., Hakimi I., (۲۰۲۲). "The impact of green human resource management on environmentally friendly behavior and environmental performance" (In Persian). [Journal of Environmental Science and Technology \(JEST\)](#) (Articles in Press)

- Safari, K., Ahmadi Gharache, A., Mohamadjani, F. (۲۰۲۱). The Relationship between Factors Affecting the Attitude Towards Economic Opportunities by Small and Medium-sized Business' Owners in Fars Province. *Regional Planning*, (Articles in Press), -. doi: [10.30490/jzpm.2021.28444.3937](https://doi.org/10.30490/jzpm.2021.28444.3937)
- Sheikhi M., Safari Kh., (۲۰۲۱). [Evaluation of validity and reliability of measuring tools of green human resource management, environmentally friendly behavior and environmental performance \(۲۰۲۱\) \(In Persian\)](#), Vol. ۷ (۲۴), pp ۱۵-۲۵
- Safari, K., Ahmadi Gharacheh, A., Danai, H. (۲۰۱۹). The Mediating Role of Blended Learning Infrastructures in the Relationship Between Good Governance, Social Capital and General Attitude Toward Business Environment. *Interdisciplinary Journal of Virtual Learning in Medical Sciences*, ۱۰(۴), ۶۵-۷۴. doi: [10.30496/ijvllms.2019.84320.1000](https://doi.org/10.30496/ijvllms.2019.84320.1000)
- Mirfakhradini, S. H., Safari, K., Shaabani, A., Valaei, N., & Mohammadi, K. (۲۰۱۸). Customer involvement in new product development of tile and ceramic industry. *International Journal of Productivity and Quality Management*, 25(۱), ۱۰۸-۱۳۸. <https://dx.doi.org/10.1004/IJPQM.2018.94290>
- Hakimi, I.; HoseiniAmiri, SM.; Hoseini, F.; Safari, K., (۲۰۱۷). “Survey on the Mediating role of Job Satisfaction and Organizational Commitment based on the Co-Workers’ Perceived Warmth and Competence and Turnover Intentions of Nurses working at Rafsanjan University of Medical Sciences”. *Journal of Community Health*, ۱۱(۲), ۳۸-۴۷. <https://dx.doi.org/10.22123/chj.2018.97632.1033>. (In Persian)
- Mirfakhradini, S.H.; Safari, K.; Shaabani, A. (۲۰۱۷). “Investigating Customer involvement in new product development in Yazd tile and ceramic industry”. *quarterly journal of industrial technology development*, ۱۵ (۳۰), ۳۷-۴۶. [http://jtd.iranjournals.ir/article\\_20083\\_00.html?lang=en](http://jtd.iranjournals.ir/article_20083_00.html?lang=en). (In Persian).
- Shabani A., Mansori MohamadAbadi S., Mirfakhrodini S.H., Safari K., (۲۰۱۶). “[The Impact of Customer Contribution on New Product Development: The Mediating Role of Market Outcomes](#)” (In Persian). *Iranian Journal Of Management Sciences* ۱۱ (۴۴), ۵۷-۷۸.
- Safari K., Danai H., Mahmoodi M., Parhizgar M, (۲۰۱۶). “[Effective Factors in Improving Iran’s Perceived Business Environment](#)”, *Journal of Administrative Management, Education and Training*, Volume (۱۲), Special Issue (۶), ۲۰۱۶, pp. ۳۷۸-۳۹۰.
- Hakimi, I., Safari, K., Jadidi A., (۲۰۱۵) "[Principle of Political Management of Society in View of Imam Ali \(Amir Al-Mumin\) in His Letter Addressed to Governor of Egypt \(Malik Al-Ashtar\)\(Letter ۵۳ of Nahjolbalagha\).](#)", *Journal of Social Issues & Humanities*, Vol.۳, Issue ۹, pp. ۱۳۱-۱۳۵.
- Hoseini M. H., Brghi SH., Safari K., Hakimi I., (۲۰۱۵), “[Bank selection and Marketing Mix; New aspect of selecting bank using KANO-Analytic Hierarchy process approach](#)”, *Research Journal of Recent Sciences*, Vol. ۴(۵). pp ۱-۹.
- Parhizgar M.M., Hakimi I., Safari K., Hosseiny F.S., (۲۰۱۵). “[The Bilateral effect of Conflict Management styles and the Interpersonal Relationship](#)”, *Research Journal of Recent Sciences*, Vol. ۴(۵). pp ۱۴-۲۰.

- Mahmoudi Meymand M., Hakimi I., Safari K., Naji M. (۲۰۱۴), "[A Survey On The Impact Of Six Sigma Approach On Competitiveness](#)", international journal of current life sciences, Vol. ۴, Issue, ۹, pp. ۶۵۲۸-۶۵۳۲.
- Mahmoudsalehi, M., Moradkhannejad, R., Safari K. (۲۰۱۲), "[How knowledge management is affected by organizational structure](#)", The Learning Organization, Vol. ۱۹ No. ۶, pp. ۵۱۸-۵۲۸. <https://doi.org/10.1108/09696471211266944>
- Mahmoudsalehi M., Dorri B., Safari K., (۲۰۱۲). "Investigating the impact of organizational structure and organizational atmosphere on knowledge management (the mediator role of social interaction)" (In Persian). Vol. ۴, issue ۱۱. pp ۶۹-۹۲. [۱۰,۲۲,۰۹/JITM.۲۰۱۲,۲۰...](http://10.22009/JITM.2012.20...)
- Safari K., (۲۰۱۱), "[Designing how to use barcode system in the Nissan pickup production line at Zamyad Company](#)" (in Persian). Journal of Peyke Noor.

## Conferences

- Safari K.; Hakimi I.; MolaShafie A., (۲۰۲۲). "[The role of organizational innovation and financial performance in job motivation of Khuzestan Cement Factory employees](#)", ۱st international conference on the mutation of management science, economics and accounting, Mazandaran, Sari, <https://civilica.com/doc/۱۴۶۴۲۶۸/>(In Persian)
- Safari K., Deh Bozorgi M., (۲۰۲۱). "The Impact of Ethical Leadership on Mental Welfare (Case Study: General Department of Roads and Urban Development of Fars Province)", ۹th International Conference on Sustainable Development Techniques in Industrial Management and Engineering with the Approach of Recognizing Permanent Challenges, Tehran, <https://civilica.com/doc/۱۳۳۰۹۸۱> (In Persian)
- Safari K., Rezaian R., (۲۰۲۱). "Investigating the Impact of Knowledge Sharing Culture on Knowledge Sharing Intention (Case Study: Tax Offices in Fars Province)". ۸th National Conference on Modern Studies and Research in the Field of Humanities, Management and Entrepreneurship in Iran. <https://civilica.com/doc/۱۳۱۶۹۲۹/>(In Persian)
- Rafiei M.A., Kamani, S.M., Safari K., (۲۰۲۰). "Development of optimal executive strategies based on the combined model of fuzzy hierarchical analysis and SWOT in Shiraz Power Distribution Company", Second National Conference on Humanities and Development, Shiraz, <https://civilica.com/doc/1183541/> (In Persian)
- Safari K., Danai H., Mahmoudi M.M., Parhizgar M.M, (۲۰۱۷). "The attitude of entrepreneurs and small and medium-sized business owners to the business environment" (In Persian). Scientific Conference on Management, Applied Economics and Business. Tehran, Iran. <https://civilica.com/doc/680336/> (In Persian).
- Safari K., Hakimi I., Zeynoldini M., (۲۰۱۷). "Investigating the Effect of Organizational Trust on Organizational Learning Prediction (Case Study of Public Organizations of Rafsanjan City)" (In Persian). Second International Conference on Management and Accounting. Tehran, Iran. <https://civilica.com/doc/642616/> , (In Persian).
- Safari k., Keshavarzi F., Safari Z., (۲۰۱۴). "Grid computing and virtual organizations" (In Persian). The Second National Conference on New Technologies in Electrical and Computer Engineering. Fasa, Iran. <https://civilica.com/doc/337529/> , (In Persian).

- Hamidizadeh, M., Safari K., Foroughinia K., Hakimi I. (۲۰۱۳). “Explaining the strategy, scenario and knowledge sharing scenario for university centers”. ۱th Knowledge Management Conference, Tehran, <https://civilica.com/doc/۵۵۱۸۶۸>. (In Persian)
- Jamshidi, A., Hossien, T., Sajadi, S. S., Safari, K., & Zare, G. (۲۰۱۱). The relationship between sport orientation and competitive anxiety in elite athletes. Procedia - Social and Behavioral Sciences, ۳۰, ۱۱۶۱-۱۱۶۵. <https://doi.org/۱۰.۱۰۱۶/j.sbspro.۲۰۱۱.۱۰.۲۲۶>
- Safari K., Barghi S., (۲۰۱۱). “Identifying and Ranking Effective Factors on E-Commerce by using Fuzzy Topsis Technique”. National Conference on Information Technology and Economic Jihad, Kazeroon, Iran. <https://civilica.com/doc/141916/>, (In Persian)
- Safari, K., SalimHaghighi, A., Rastegar, A., & Jamshidi, A. (۲۰۱۱). The relationship between psychological empowerment and organizational learning. Procedia - Social and Behavioral Sciences, ۳۰, ۱۱۴۷-۱۱۵۲. <https://doi.org/۱۰.۱۰۱۶/j.sbspro.۲۰۱۱.۱۰.۲۲۴>
- Safari, K., Rastegar, A., & Jahromi, R. G. (۲۰۱۰). The relationship between psychological empowerment and entrapreneurship among clerks of Fars Payame Noor University. Procedia - Social and Behavioral Sciences, ۵, ۷۹۸-۸۰۲. <https://doi.org/۱۰.۱۰۱۶/j.sbspro.۲۰۱۰.۰۷.۱۸۷>

#### **Electronic contents (All in Persian)**

- [Statistics and its application in management and human sciences \(descriptive statistics\).](#)
- [Inferential statistics in management and human sciences.](#)
- [Advanced statistical analysis.](#)
- [History of Operations Research](#)
- [mathematical modeling \(linear programming\)](#)
- [Chi-square distribution and its application in management](#)
- [Nonparametric statistical methods](#)
- [Graphical solution of linear programming problems](#)
- [Simplex method](#)