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Orginal Article

Structural Equation Model of University Talent Magnet and Proactive Behavior of Faculty Members of Shiraz University

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Abstract

The aim of the present study was to explain the role of talent magnet university in the proactive behavior of faculty members of Shiraz University. The research design was quantitative and the research method was descriptive-correlational. The statistical population included all faculty members of Shiraz University, with a total of 720 people, of whom 168 people were selected by stratified random sampling method according to the faculty to select the samples. The research instruments included the university talent magnet scale and the proactive behavior scale. After calculating the validity and reliability, the research instruments were distributed among the sample group and the data were collected. For data analysis, one-sample t-test, Pearson correlation coefficient and structural equation model were used in SPSS 25 and Amos 25 software. The results of this section showed that Shiraz University performed below the standard in the dimensions of infrastructure, equipment and facilities, faculty development programs, structural and administrative development programs and student growth and development programs below standard., in terms of the socio-cultural vision and the occupational and professional characteristics of the faculty members, it has performed above the standard level, and in terms of the regional and geographical identity and location, the research credibility of the faculty members and the educational credibility of the faculty members have performed above the standard level, but in none of them has it

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reached the desired level. Also, the individual and group proactive behavior of faculty members of Shiraz University is at the desired level and their organizational proactive behavior is above the desired level. Also, the university's talent magnet is a positive and significant predictor of the proactive behavior of faculty members. Based on the research findings, by increasing the university's talent magnet capacity in various dimensions such as structural, administrative, research, educational, and international, it can be expected that faculty members will show higher proactive behavior in all individual, group, and organizational dimensions.

Keywords: university, talent magnet, proactive behavior, faculty members

Extended Abstract

Introduction

Organizational tasks are becoming more dynamic and decentralized, and this characteristic requires organizations to rely on their talented employees to identify and solve problems. This has led to the fact that the level of proactivity and initiative of this group of employees becomes a determining factor of the success of the organization, because it can lead to the effectiveness of the organization and increase the quality of its performance. proactive behavior is self-directed and future-oriented action in an organization in which the individual intends to make changes in various dimensions, including changes in the situation (for example, introducing new ways of working, influencing organizational strategy) and or change within oneself (eg, learning new skills to cope with future demands). This feature highlights both a future focus (anticipation) and a change focus (taking control). Employees with proactive behavior play an active role, try to change/shape their work environment and react to the events that happen to them by adopting different behaviors.

Method

Due to the fact that in this study, the explanation of Shiraz university's talent magnet model and the proactive behavior of its faculty members has been discussed, the research method is a correlational descriptive method. The statistical population of the research included faculty members of Shiraz university. 168 people were selected by random stratified sampling method from all academic staff members. To measure the level of magnet talent in Shiraz university, the university talent magnet scale (Mohammadi et al., 2024) was used. To measure the proactive behavior of faculty members from the 11-item proactive behavior scale of Marler (2008); Yi (2009); Bolino et

al., (2010); Belschak et al., (2010) were used. To analyze the construct validity of this scale, exploratory factor analysis was performed using principal component analysis with varimax rotation. One-sample t-test, Pearson correlation coefficient, and structural equation model were used for data analysis.

Results

The results of this section showed that Shiraz university has a relatively good ability to magnet talent and the faculty members of Shiraz university have performed optimally in the dimensions of group and individual proactive behavior. In general, university talent magnet is a positive and significant predictor of proactive behavior of faculty members. Based on the structural equation model, with the increase in the university's ability to talent magnet, the individual, group and organizational proactive behavior of faculty members increases.

Author Contributions: In the present study, the first author, as a supervisor, was responsible for the overall supervision and strategy of the research process and for compiling and finalizing the corrections of the article. In developing the research plan, the second author is in charge of the process of gathering, analyzing and interpreting the findings and writing the text of the article, and in general, he draws conclusions from the findings and expands and interprets them jointly and with the discussion and exchange of opinions of all colleagues and with the help of the third, fourth and the fifth was done as a thesis advisor.

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