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ORIGINAL ARTICLE

A Meta-Study of the Researches of the Quarterly Journal of Government Organizations Management

Ali Omid¹, Ali Shariatnejad^{2*}

1. PhD in Public Administration, Department of Public Administration, Faculty of Management and Economics, Lorestan University, Khorramabad, Iran.

2. Assistant Professor, Department of Business Administration, Lorestan University, Khorramabad, Iran.

Correspondence

Ali Shariatnejad
E-mail: Shariat.al@lu.ac.ir

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EXTENDED A B S T R A C T

Introduction

A lot of research in the two fields of human resource management and organizational behavior has been compiled in the form of scientific articles in various Persian journals in recent years, one of the most specialized and important journals is the Quarterly Journal of Government Organization Management, which covers the latest scientific findings related to the fields of human resource management (recruitment, attraction, employment, talent retention, training and development, compensation, etc.) and organizational behavior (at three individual, group, and organizational levels). Its goal is to improve the scientific level of management specialists and familiarize organizational experts with the latest achievements and scientific findings related to the fields of human resources and organizational behavior. Human resources of any organization are the main factor of its life, and therefore understanding humans is essential for its effective management. In today's world, human resources, as one of the basic pillars of any organization, play an important role in achieving organizational goals and strategies. However, preserving and maintaining this valuable capital is a fundamental priority for any institution and society, which can have more impact on organizational growth and survival than any other factor. However, many organizations face numerous challenges in managing their human resources. These challenges include attracting and retaining talent, improving employee skills, creating an appropriate organizational culture, and improving intra-organizational communications. Human resource management is based on the concepts of organizational behavior, which enables the realization of organizational goals through systematic efforts to recognize, understand, and control human behavior. It is worth mentioning that the necessity of conducting research in the field of human resources, especially in today's world, which is facing rapid economic, social, and technological changes, is of great importance, especially due to the research gap in the analysis of research works of publications in the two fields of human resources and organizational behavior in recent years. This research can help advance and improve the performance of organizations by identifying and filling the research gaps in this field. In this research, the aim is to examine the growth and evolution of this type of study from a methodological perspective. This research is a review of the 10-year publication history of the Quarterly Journal of Government Organization Management.

Methodology

This research is developmental and applied in terms of purpose. Because its results help solve problems related to methodological weaknesses in the field of human resources and organizational behavior. The approach of this qualitative research is based on content analysis with a meta-analysis strategy for analyzing articles, which examines the appropriateness and correctness of research methods in primary studies, and helps to methodize the methodological problems of social research. Because this research seeks to examine and analyze the frequency of research methods in the Journal of Government Organization Management, the meta-study method has been used. The data collection method is to review existing documents and documents. The statistical population of the research is all articles in the Quarterly Journal of Government Organization Management between 2012 and 2017. Sampling was not used in this research and all articles published in the aforementioned quarterly were analyzed in a census manner. A total of 169 articles were analyzed from the perspective of 9 indicators including; The number of articles, research areas (organizational behavior and human resources), the academic field of the responsible author and the number of authors in each article, types of research, research approaches, data collection tools, data sampling methods, data analysis methods, and geographical distribution were examined. To examine the validity of this study, each of the indicators in question was compared with other related articles, and in each case, the differences were examined and revised. In addition, before starting to analyze all the articles, a framework was designed and evaluated on 20, and the strengths and weaknesses of the list were identified and resolved. To examine the reliability of the analyses conducted in this article, 13 articles (7% of the total articles) were randomly selected and made available to academic experts (Krippendorf, 1980). Their results and classifications were 90% consistent with the classifications made by the researchers of this article.

Findings

According to the research findings, from 2012 to 2017, 169 articles were published in the Journal of Government Organization Management in the two fields of organizational behavior and human resources. The largest number of articles published was in the field of organizational behavior, which was from 2016 to 2022. Regarding the level of collaboration between authors, most of the research was conducted with the collaboration of three people (61 cases) and four people (61 cases), followed by two people (31 cases). The classification of methods used in this research journal includes; fundamental, developmental, and applied methods. Accordingly, fundamental research is conducted with the aim of testing theories, describing relationships between phenomena, and adding to the existing body of knowledge in a specific subject area. Applied research seeks to develop applied knowledge in a specific field; in this type of research, the goal is to move towards the practical application of knowledge. Developmental research also includes a set of processes to develop and determine the suitability of educational products such as plans, methods, and programs. According to the findings of this study, out of a total of 196 articles reviewed, 72 percent of the articles were applied, 6 percent were developmental, 15 percent were fundamental, and 7 percent were mixed. Regarding the composition of the articles in terms of approach (quantitative, qualitative, mixed), it can be said that out of a total of 196 articles, 60 articles (35.5%) were conducted with a quantitative approach, 49 articles (29%) with a qualitative approach, and another 60 articles (35.5%) with a mixed approach in the areas of organizational behavior and human resources, which showed that the dominant approach was quantitative and mixed. In most of the research conducted in the fields of organizational behavior and human resources in this quarterly, 72 articles (42%) used mixed methods to collect data, which, considering the mixed approach of most of the research, used a combination of questionnaires and interviews. Also, according to the findings of this research, the sampling method of most of the

articles was purposive (21%) and then random (20%). The data analysis method of most of the articles was structural equations with 23%. Also, factor analysis was 13% and qualitative analysis methods (grounded data, theme analysis, content analysis) were 32%. To examine and determine the topics in the two fields of organizational behavior and human resources and the contribution of each in the published works, the classification of study levels in both fields was used, taking into account the main variables discussed in each article. Considering the titles and keywords used in the articles, the number of articles in each field was separated and it was found that the most articles were in the field of organizational behavior (73 percent). With the studies conducted regarding the geographical distribution of universities in the country and also the type of university (government, non-government, Payam Noor, free), government, Payam Noor and free universities in Tehran province had the highest share of writing the articles under study with a frequency of 73 percent.

Discussion and Conclusion

The complexities of human behavior, the diverse needs of humans, and how to meet them in organizations are each a separate topic that has come to the aid of management science and is called organizational behavior. The study of individual behavior in workplaces has long been of interest to management scientists, but a topic that has emerged in recent decades and has attracted the attention of psychologists and sociologists in addition to behaviorists is called organizational behavior. In the field of organizational behavior, systematic and organized study replaces subjective judgments, meaning that scientific documents and evidence collected under monitored and controlled conditions are evaluated and measured in a rational manner. On the other hand, the development of organizational behavior has gained importance as a key strategy in improving the efficiency and performance of Iranian government organizations. Organizational behavior in government organizations studies and analyzes behaviors, communications, and interactions between individuals and groups in the environment of these organizations. This concept includes various aspects such as organizational commitment, employee motivation, job satisfaction, organizational culture, and communication processes, all of which affect the overall performance of the organization. Considering the growth trend of human resource management and organizational behavior research, it shows that the amount of research with a public management approach (organizational behavior and human resources) has grown significantly in recent years, and this could be due to a serious change in the expansion and change of researchers' mental maps in this direction. Another point that is noteworthy in this meta-study is the limited use of empirical data in research; therefore, it is necessary to create a basis for establishing greater communication between other management scholars and executive managers with this field of knowledge by increasing the interest in this type of data in research. One of the important and influential fields in the country is the field of human resource and organizational behavior studies. Since the knowledge created in this field is used as a basis in various government departments, it has a serious impact on the country's government system, and its reform can improve and resolve existing concerns in this field.

KEY WORDS

Government organizations, Organizational behavior, Human resources, Meta-study.

