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Iran and Japan comparative study of administrative management With a focus on technology, innovation and human

Amin Reza Kamalian[1] and Anis Nouraei[2*]

1- PhD in management and organizational behavior and development, University of Delhi, Madras University, Sistan-Baluchistan, Iran
2- Postgraduate students, Human resource Management, University, Sistan and Baluchestan, Zahedan, Iran

***Corresponding author*:** Anis Nouraei

ABSTRACT: Administrative system in the country due to direct contact and face to face with people and different layers of society the importance and the special account is and because of the huge volume of government services through the channel and various government departments get citizens arrives so have a coherent administrative system, Efficient ; Transparent and accountable has always been a major concern of governments and policy-makers of society are the as governments try to with scientific studies and the formulation of laws and regulations and administrative reform the ability The added bureaucracy and reduce public grievances. Japan as the top administrative bureaucracy, has been imitated in other countries, including America. Iran has in some cases to follow Japan's administrative system but because of the Islamic regime in Iran Islam has some of the administrative system. In this article we have tried Iran and Japan, with a focus on technology bureaucracy, innovation and human resources evaluatedplace so the advantage of each system these cases prove to be discussed and thereby helped to improve administrative systems to Iran.

***Keywords*:** Bureaucracy, Technology, Innovation, Human Resources, Iran, Japan, Match.

INTRODUCTION

Check innovation systems of the world especially in developing countries can be used in the design and achieve a desirable innovation system country helpful.
The study, similarities among developing countries points out.The most important similarity is found those countries to compensate for their backwardness In technology,technologies imported from developed countries and to foster.

Obviously, that if low-income countries can properly produced innovations use in other locations,it is even possible to faster than developed countries grow(It should be noted delayed development although the benefits of its own,But there is no guarantee for its realization).

Technological development the two fundamental factors social and technological capacity depends fit.social inclusion,these include the availability of an appropriate institutional framework, the role of government and its ability to appropriate policy and the level of skills and knowledge it takes.

Technological fit both the congruence,compatible and benefits that implies technology that of developed countries for use in developing countries elected.

Developed countries adopt technological leaders in contrast, developing countries they are followers.
With this view the key to the successful development of developing countries reduce the "technological gap" by getting existing technologies and internal capacity building for the operation and improvement of technologies,is.
It should be borne in mind the acquisition and implementation of technological capabilities investment involves many it is in social infrastructure and technology.

Therefore, a key factor in the success of developing countries and compensate for their backwardness

benefit from "adequate absorption capacity" and efforts to improve it.

In Iran, the extreme weakness of the country's national innovation system, prevailing views on innovation linearand the mechanisms and structures for research and innovation and commercialization there.

In this view, it is assumed that whatever additional resources and input (Including financial, human, etc.) it is dedicated to research consequently the innovative system performance will be improved.

Today, at the international level,the ineffectiveness of this approach is obvious to everyone and view the system in terms of the require more complex variables it has been replaced.

The injection of substantial resources to a dysfunctional system,only lead to a waste of resources.

The solution theseroots,creating the appropriate infrastructure,for innovation and technology development in the country is.

For the level nationalwe see innovative performance, the specific capabilities of the firm manufacturing and services are needed, these capabilities can be as simple and concise divided into four discrete levels.

Lowest capabilities to related skills for everyday operation technologies in other words, use of technology others.

At the second level,skills and technical capabilities is that the maintenance and minor changes theenables technology others.

In the third level,engineering and design is including critical capabilities people in the field of innovation and technology.

Finally, at the highest level,power research and technology can create line breaks in there.

Technology

IT

Including knowledge, tools and methods do work an organization for the production and distribution services Own to be working. (Pvrkyany and Pyrmorady, 2008, 4)

Technology so penetrated the fabric of people's lives that a lot Can not imagine life without it.On the other hand, because the development of technology direct relationship with the income and wealth of a country and also the vision of the world than it is,this area is considered more. The importance of this issue until the many believe technology today is one of the largest Weapons that a country can have is, As a rule strengthens and life is associated with greater prosperity. In today's world of technological advances and developments economic and political empowerment and strength as countries considered this view has led different countries have competed to achieve a higher level of technology and they spent considerable costs. (Iran, 2014)

In this study, the compliance office of Iran and Japan, with a focus on technology, Innovation and human resources to the show strengths and weaknesses of the two systems are compared to each other.

match between Iran and Japan Technology

Japan

A special feature Japan Technology Development Independence of defense technology. Japanese consumer market and No permanent changes in the defense industry has created. In Japan, interest is never a priority. (Alizadeh : 2013)

Japan's Third Development Plan provides the vision: First, science and technology, by the people and for the benefit of society Support is and (ii) on the development of human resources and competitive research environment stressed. (Iran,2014)

Japan-based technology programs:

1) The creation and use of scientific knowledge to the world helps,
2) The international competitiveness and sustainable development capacity
3) Health and quality of life guarantees.

R & D in Japan to rise. This leads to competing organizations, and in the end Investment development and technology is the. HIROKI, FURUKAWA, THE JAPAN JOURNAL, JULY (2006) R & D expenditures of state requires strategic priorities from the standpoint of effective progress science and technology performance. The research and development issues, policy-driven, will be allocated. Investment severe specialized programs that set out the priorities for investment include: life sciences Information and telecommunications, science Environmental Nano Technology and materials HIROKI, FU RUKAWA, THE JAPAN JOURNAL, JULY (2006).

Technology 2-1-2 bureaucracy in Iran

1) The competent Methods, Procedures, Work processes in order to satisfy clients Easy The methods and reduce costs and...
2) Development of automated systems in the executive agencies.
3) Administrative discipline and evaluation criteria with the executive agencies.
4) Apply insights Experts inside and outside the country and experience.
5) The acceptance and review of proposals.
6) Network deployment Notification And connect to the Internet.

Innovation

choosing the right method and implement the steps needed to develop innovative systems to high intelligence and smart and a strong will needs. The study of systems developed in other countries can make good use of their experience. However, Development and design of the system in each country by proceeding, Needs, Environmental features and the problems of the country and can not be imitated and copied by other countries. The capacity of countries to produce, Deployment and use of different data. Different factors such as technological and industrial fields The level of partnership between institutions Model of innovation investment, approach to risk, Organized labor The role of the private and public sectors and large and small companies to make innovation systems impact. Structure, performance and completion of the various components of the national innovation system,a big impact on the promotion of national innovation capabilities.. The skills An essential role in the growth and economic changes play.

adaptation and innovation system in Japan
Japan's National Innovation System

In the mid-nineteenth century With the emergence of a non-feudal government in Japan, Government and public opinion realize the importance of advanced technology economic and military competition with the West were. The government began a campaign to modernize the country which includes infrastructure for transport, Communications, Education, etc. This time The starting point is the industrialization of Japan. After this period, Japan's national innovation system was beginning to take shape. the following are the features of this system.

National Innovation System in Japan feature

- Minimal role of government investment in research and development compared to other developed countries (Government's share of R & D 2/1 percent).
- Low defense spending in Japan.
- The cost of all research Developed by Japanese companies (In developed countries the figure is between 11 and 34 percent).
- The high number of Researchers (37 researchers per 10,000 people regardless researchers Humanities and Social Sciences).
- High ratio of engineers to scientists.
- Ascending the use of patents.
- The impact of interest rates on total productivity of research and development and factors such as the distance to the level of global demand shock
- The lack of restrictions on capital markets in Japan than in countries such as America.
- The desire to maximize growth.
- Executives familiar with the investigation, Production and marketing.
- The close connection between sales, production and R &D.
- Ease the transition of new products and production processes.

pattern of Japan's National Innovation System
Co-industrial enterprises

- There is fierce competition between domestic firms in Japan and promoting industrial cooperation.
- Government efforts to establish research partnerships to promote research cooperation.
- Regulatory approval for closer companies together the creation of a mechanism for the distribution of subsidies between them in 1961 the failure of the law because of the separation of the Institute of Corporate Partnership after receiving or not and regardless of the cost alone.
- Reduce technical cooperation in Japan, unlike America.
- The interaction between industry, universities and research centers
- Universities and research centers established by the private sector with government.

- The establishment of the Supreme Council of Japan (Gakvshyn) with private capital and government to increase research funding to universities and research centers, universities and research centers and encourage cooperation between industry and research, respectively.
- Association of Japan in order to facilitate research collaborations between industry and academia.
- Poor communication between industry and academia in Japan similar to America of countries for the following reasons :
- The bureaucratic structure of universities in Japan.
- Failure to university professors in Japan to receive money in exchange for cooperation with industrial companies.
- Limited staff between industry and university education. industry training to graduates of arrival (usually 5 years education)

Iran

Rules governing the NIS Iran

To develop and implement national innovation system in the country it should be noted that this process takes place under the influence of many of the existing laws in the country and to succeed it needs to reform existing laws and established practices.below mentioned are some of the laws and customs :

- Taxation
- Labour Law
- Social Security Act
- Law of Patents and Trademarks
- Foreign Investment Law
- Law on Import and Export Regulations
- Customs rules
- Environmental legislation
- Commercial Law
- Other regulations affecting the organizations active in NIS Iran
- Cultural issues in Iran as the norm in the country
- Lack of teamwork spirit and culture of the people and organizations of the country
- Lack of entrepreneurial spirit among artisans country
- No less important role of wealth by entrepreneurs and artisans from the perspective of society and some officials
- Encouraging a culture of dealing and mediation in the community as a value and effortlessly for easy access to the wealth.

Interactive agencies in the National Innovation System

To develop a national system of innovation to affect the elements and the relationships between them it correctly identified. Some of these elements are:

• Macro policy
• Funding and facilitating research and innovation
• Research and innovation
• Human Resource Development
• Promoting entrepreneurship
• Publishing Technology
• The production of goods and services

National innovation indicators :

To determine the general policies of the National Innovation System be the status quo weighed and compared favorably with the situation. thenthe gap identify the strengths and weaknesses identified. use of indicators to take all aspects of a national system of innovation to quantitatively evaluate and an overview of the current status of the show, the policy for the National Innovation System.

in public policy related to innovation, Innovation indicators can play the following roles :

• The role of the (signaling) or monitoring of
• Calculation of, Evaluation and allocation of funds
• Legislative role
• Aware of Building

In short, the indicators classified as follows:

- Indicators field of human resources
- The number of researchers or students, the number of universities and centers

- Indicators on the status of the national innovation process
- Input: The number of researchers and investment in R & D
- Output: the number of patents registered or number of publications
- Process or mediation, joint research activities and the number of joint publications
- The three groups of indicators related to the creation, dissemination and utilization of knowledge and innovation
- Knowledge and innovation, investment in R & D Or the right of patents
- Dissemination of knowledge and innovation, investment in education and literacy rates or the amount of information and communication infrastructure
- Exploitation of knowledge and innovation: the export of technology-based and knowledge-based employment in industry.

Iran's approach to the innovation system

As mentioned above, various indicators with different approaches to assess their innovation. Measurement and indicators can be classified on the indicators are in the process of national innovation based on input Output or process done (Pvrkyany, 2008).

Human resources

One of the key issues in developing countries evaluation of management positions in human resources in developed countries to explore the creative work is evaluated as a result, the main reason why developed countries are progressing. (Site of creativity, Innovation and entrepreneurship: 2009)

the key role of human resources in achieving organizational goals and in integration and combination of other sources of damage to the organization and extension. (Sarlak, 2010: 5)

compared to human resource management company in Japan and Iran

Japan

Recruitment

Young people the special education schools and be employed. flexibility and mobility of people between organizations can be difficult.

The upgrade process

The upgrade process slowly through the top of the

Staff loyalty

And Staff to organization

Staff Performance Evaluation

once a year

Standard Upgrade

Based on long-term performance and other criteria

Training

Training and development as a long-term investment

Job security

Personal life and work jointly (Me'marzadeh, 1389 **)**

Iran

Recruitment

Government employees is subject to the State Employment and sent to the address of the office and employment country (Sarlak: 2011, 10). Staff of non-governmental organizations were subject to labor law and handle their affairs is the responsibility of the Ministry of Labour and Social Affairs. (Sarlak: 2011, 11 **).**

The upgrade process

Retain key employees in organizations. (Site of innovation and entrepreneurship: 2009)

Staff loyalty

There are Staff. (Amir, 2005: 9)

Staff Performance Evaluation

is periodically that every organization is different. for example, in the car once every three months.. (Jafarian, 1391).further evaluations by supervisors and to directly or is a legal committee (Robbins, 1998: 479 **)**

Training (program)

Human resource development training disabled.providing training and coaching and changes in the activities of employees through training. (Site of creativity, Innovation and entrepreneurship,**2009)**

Job security

In the employment contract that the text of article 7 of the Lab our Law act 1369 comes,written or oral contract which as a contract worker and in return for a certain wage for temporary or permanent work in the second place for the employer (Natural or legal) does.

According to the labor law employer is dismissed with costs. (Tavassoli, Ghasemi, No. 71: 67-102).

CONCLUSION

Lifetime employment

The ring system: "Rein" means the offer to up his opinion and "gay" means deliberate and decide.

Promotion and slow progress and slow

The collective assessment and long-term implications and informal cross

According to all aspects of life of employees Management at: The emotional relationship between staff and managers in Japanese grill door is strong no staff members are not behind closed doors stay but also with employees in different parts of the factory management Deals.

7) Planning for the long term.
8) Decision making group and the integration is done.
9) Responsibility and accountability group.
10) But its implementation is fast decision-making process.
11) Informal organizational structure
12) The movement of people between the organizations is difficult.
13) Loyalty to the company is at the upper limit
14) Staff training is a long-term investment to.
15) Participatory management and communication from the bottom up
16) Nzarrt the working group is focused not on individual performance
17) Job security is high
18) Senior high standards of service
19) Management in place. (Alizadeh, 2013)

Management in Iran:

1. The long-term employment
2. individual responsibility
3. Training control
4-enhancing mutation
5-control concrete
6-assessment of performance from top to bottom
7. The method of individual decisions
8-attitude part (according to his theory).

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