Proposing a Model for Selecting the Organization Managers Based on the FAHP and Shannon Entropy (Case study: The State Organizations of the Guilan Province)

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ABSTRACT
The human resources are considered to be the most precious resources of each organization, and the managerial managers of each organizations are supposed to be the most valuable human resources. The proper method of selecting the managerial resources is one of the challenging problems which the recent organizations are facing. Wrong selection of managers usually leads to the other wrong decisions within an organization. That is the main reason why this research intends to propose a scientific mathematics-based model for selecting the qualified manager for the specific position by using the scientific viewpoints of the experts in this field. The state organizations of Guilan Province were surveyed and 15 expert were asked to fill out the questionnaires containing the criteria for selecting the qualified managers based on their personal knowledge and experience. The factors for selecting the qualified managers were extracted according to library studies and using the scientific viewpoints of the experts of this field. Then the extracted information was classified and was prioritized by two methods: Fuzzy Hierarchical Analysis and Shannon Entropy. The most priorities criteria were identified using combination of both methods.

Keywords: Selection, Manager selection, qualification, Fuzzy Hierarchy Analysis, Shannon entropy