

## Presenting a model for Determining the Workload of Women Faculty Islamic Azad University

Original  
article

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### Abstract

**Introduction:** Deprivation of faculty members' rights, frustration, impossibility of growth and prosperity in all dimensions and ultimately decline in the quality of education in universities.

**Methods:** The present study was a multi-stage combined study that was conducted in two stages. In the first stage, during a qualitative study, 15 women faculty members of the Islamic Azad University of Hamadan were conducted in-depth semi-structured interviews and analyzed using the content analysis approach by Granheim and Landman method. Then, presenting the workload determination model, by stratified random method and Morgan table, 384 people were selected as the sample size. A questionnaire was used to collect data, the validity of which was confirmed by expert opinions and reliability by Cronbach's alpha. In order to analyze the data, qualitative content analysis and structural equations were used.

**Results:** The results showed that the dimensions of the initial model of content analysis approach in 7 categories of education and teaching, research, specialized activities outside the university, dimensions of entrepreneurship, personal development, culture and executive and managerial activities were identified under each category and the model It has the main dimensions of education and teaching, research, specialized activities outside the university, personal development, entrepreneurship, culture and executive activities and has a good fit.

**Conclusion:** According to the findings, it can be said that the free universities of Hamadan province in the main categories of research, entrepreneurship, personal and cultural development have not yet been able to consider appropriate activities for women faculty members and most of the activities that professors pay attention to. The opinion of the universities is acceptable. It is related to education and teaching activities and executive activities.

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**Keywords:** education and teaching, entrepreneurship dimensions, personal and cultural development, executive and managerial activities

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