PATHOLOGY OF PARTICIPATION AND VOLUNTEER WORK THE ELITE MEDICAL SCIENCES IN BASIJ

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ABSTRACT

Basij organization is determined to use potentials and capabilities of the elite to achieve realization of Iran's transcendental. Determination the pathology of Participation and Volunteer work the elite medical science in Basij is of significance importance. The qualitative content analysis was conducted Volunteer work group discussion and interview. A closed-ended questionnaire was designed and the importance degree was determined through Likert scale. The questionnaire sent to all of the elite after determining its reliability Volunteer work retest and Cronbach's alpha methods. Descriptive statistics (frequency distribution, mean, standard deviation) and non-parametric statistical binominal test were calculated (SPSS ver. 20 and EXCEL). In first step, forty-eight of the elite of Medical Sciences, Kermanshah including 12 females and 36 males, 45% with PhD degree and in the second step 120 elites 62% male, with MA (41%) were participated. cultural, scientific, research, economic and political themes and strengths, weaknesses, opportunities and threats categories were determined. Subcategories including damages in Participation area, cultural (42), scientific (17), research (25) and Volunteer work area, cultural (27), scientific (26) and research (29) were identified. In the second step, by Volunteer work binomial test, 24 items were selected with "very important" score. In all areas, participants have raised more items for weak points. So the highest obstacles exist within the Basij organization

Key words: The Elite, Basij, Pathology, Participation, Medical Sciences, Volunteer work.

Introduction

The future of all countries depends on scientific efforts of their scholars. Achieving lofty ideals requires a comprehensive effort in all cultural, scientific, social and economic areas. Realization of transcendental ideals such as revival of great Islamic civilization, constructive, active and leading participation in nations and preparation for establishing justice and spirituality in the world depends on an overall progress in science. Basij culture and culture of independence and self-reliance are achieved through relying on domestic capabilities. Todays, we observe its significant achievements.

However, are all the capabilities and capacities of Basijs, especially the elite used? Have we been able to provide conditions and directions in which Basiji elites reach an acceptable level of development and present significant outputs? To achieve this goal, we can use Basiji elites and thinkers and use their capabilities and abilities to promote and improve the country Volunteer work a proper planning.

In the 17th century (SD), elite term was used to refer to specific quality goods. Later it was generalized to refer to premier social groups such as military task forces, superior to aristocrats. According to Oxford English Dictionary in 2003, the oldest use of elite term in English has been to refer to

social groups. Since the 1930s, elite term has attracted the attention of sociologists. Its simplest definition includes educated people and skilled workers[1]. Elite National Research Foundation (Davidson Institute for talent development) states that the most significant characteristics of the elite include high motivation, interest in activities, hobbies and valuable subjects, high communicative skills, high problem solving ability, supernatural memory, high curiosity, exceptional insight, high reasoning ability, exceptional creativity, humor and irritation. Issuing a report titled presidential elites (a description of their talents and nurturing them).

A precise planning is required to recruit and employ the elite. Identifying the existing defects and damages may be the first step: damage is defined verbally as defect and fault, and pathology is applicable in different realms of science, sociology, psychology, society and culture. Pathology is defined as the identification of defect or inadequacy existing in a specific field[3]. Pathology of the elite Participation and Volunteer work means to identify the existing damages and inadequacies to classify and analyze them. Findings of a study conducted byBahrami et al. (2010) titled "Investigating the Efficiency of the Elite Participation in the Ministry of Petroleum" show that the elite provide a more suitable situation to use new technologies compared to others. In addition, participation and interaction among the elite are more than those among others. However, the conditions of the elite Volunteer work should be provided[4]. In a survey research titled "Role of Universities in Decreasing the Elite Migration" and conducted by Shah Abadi, Sepehrdoost, JameBozorgi, (2012) Volunteer work interview and questionnaire, individual characteristics, a set of internal factors as internal structure, certain university personnel, international communication factors and its subsets are reported as factors affecting the Volunteer work and Participation of the elite[9].

Method

This is a combinatorial study conducted through two two-stage qualitative and quantitative methods[10]. The present study was conducted through two-stage. In the first step of the research, qualitative method with conventional approach was used to determine the damages of Participation and Volunteer workthe elite in Basij. To achieve this goal, clear-sighted masters and researchers were

invited to educational workshop. Asking open-ended and semi-structured questions and through group discussion in professional working-groups, their comments were applied in this workshop. If data were not theoretically saturated during analysis, interview would be used to complete the response until reaching theoretical data saturation. According to performed summarizations, themes, categories and subcategories were identified, and then a closed-ended questionnaire was designed to determine main subcategories based on the items' degree of importance. The degree of importance was determined through Likert scale (4.1-5 very important, 3.1-4 important, 2.1-3 moderately important, 1.1-2 unimportant, 0-1 completely unimportant).

The second step of the research was conducted through the quantitative survey analysis via sending questionnaire to statistical population (all elite medical sciences in Basij). Collected data were summarized and analyzed. In the present study, face validity analysis based on the experts' opinions and retest and Cronbach's alpha methods were used to determine validity and reliability, respectively. Correlation coefficient and retest reliability coefficient were calculated Volunteer work the statistical package of SPSS (version 20). Correlation coefficient was equal to 1 and 0.94 in the first test and retest, respectively. In addition, its reliability was estimated as a desirable reliability (with a score of 0.80) through conducting Cronbach's alpha test two times Volunteer work the statistical package of SPSS (version 20). In the first step, the statistical sample selected purposively included 48 elites medical sciences in Basij.

In the second step, among all elites medical sciences in Basij, 120 persons participated the program through census. Data collection in the first step continued until the point of data saturation, i.e. the absence of new theme. All contexts extracted from the elite professional working-group, interview and materials collected from documentation were analyzed Volunteer work deductive method and coding with conventional approach defined as the complete extraction of categories and themes from data[11]. Four main steps of content analysis[12]:

1- After reading contexts several times, first-level coding process was started through identifying and highlighting sentences and paragraphs of unit of analysis. A master code was given to each unit of analysis and sub-codes were extracted;

2- In the second step of coding, master codes with similar meanings were classified together in

one group to form structures.;

3- After classification, structures were put together as a meaningful conceptual model Volunteer work a contextual interpretation, and the relationship between categories were identified and themes emerged;

4- To investigate the validity of extracted themes, recursion process and the study of separate data sets were conducted to extract the source of supportive evidence.Analyzed data were summarized Volunteer work statistical software's of SPSS (version 20) and EXCEL, and were displayed through table and diagram. Data were analyzed Volunteer work descriptive statistics (frequency distribution and mean) and non-parametric statistical binominal test.

Results

Characteristics of 48 elites participated in the first step of study: 12 females and 26 males, with postdoctoral (20%), PhD (20%) and M.A. (35%) degrees, members of board of directors (83%) and non-members of board of directors (17%) with degrees of assistant professor (65%), associate professor (10%) and educator (25%). Summarizing the elite comments in this step, 42, 17, 25, 27, 26 and 29 items were identified for damages in cultural area of Participation, scientific area of Participation, research area of Participation, cultural area of Volunteer work, scientific area of Volunteer work and research area of Volunteer work, respectively. General characteristics of participants in the second step of study: 74 males (62%) and 46 females (38%) aged under 20 (n=14, 12%), 20-30 (n=20, 17%), 30-40 (n=44, 36%), 40-50 (n=34, 28%), 50-60 (n=8, 7%) with undergraduate (n=14, 12%), B.A. (n=3, 2%), M.A. (n=49, 41%), PhD (n=45, 37%), post-doctoral (n=6, 5%) and professor (n=3, 3%) degrees, and science degrees of educator (n=24, 20%), assistant professor (n=47, 39%), associate professor (n=6, 5%), master (n=3, 3%) and non-members of board of directors (n=40, 33%).In response to the first research question: How is the pathology of Participation the elite in Basij

In Table 1, 120 persons were asked research weaknesses of the elite Participation within 14 items. After gaining the results, mean score of the degree of importance of each item was recorded on a Likert scale. Maximum and minimum scores were 4.82 with a very important degree of importance and 3.57 with an important degree of importance, respectively.

	Title	Frequency	Percent	Mean Degree	Likert Range
1	Lack of a suitable workspace for research activities	117	97.5	4.6	Very important
2	Not supporting and encouraging the elites	115	95.8	4.8	Very important
3	Lack of priority for new and creative plans	112	93.3	3.9	Important
4	The presence of incapable and inefficient authorities in Basij organization	110	91.6	4.2	Very important
5	Not assigning funds and facilities to research activities	108	90	4.7	Very important
6	Not supporting Basiji elite researchers to be recruited in research and scientific centers	105	87.5	4.82	Very important
7	Lack of a scientific and research place for Basij	98	81.6	3.68	Important
8	Lack of a scientific and purposive written planning for the elite to do research activities	98	81.6	4.2	Very important
9	Lack of applicable and effective use of research results	95	79.1	3.93	Important
10	Not calling for elite researchers	94	78.3	3.82	Important
11	Not applying the potentials and capabilities of the elite with different specialties	86	71.6	4.3	Very important
12	Wasting facilities and funds	83	69.1	3.65	Important
13	Research Pivots, priorities and objectives are not defined in Basij organization	78	65	4.2	Very important
14	Not introducing Basij as a research and scientific organization	75	62.5	3.57	Important

Table 1: Frequency distribution, percentage and mean of the degree of importance of participants' comments on weaknesses in the elite Participation.

Binomial Test						
Precise significance level	Testing Ratio	Observed Ratio	Number	Classification		
.000	.50	1.00	14	1.00	Group 1	ARW (Participation Research Weakness)
		1.00	14		Total	

Table 2: Binomial test of mean degree of importance of weaknesses in the elite Participation.

According to binomial test in Table 2, if we statistically accept that factors of research weaknesses do not affect the elite Participation, mean scores less than 3 will be shown by code 0, and if those factors affect the elite Participation, scores greater than or equal to 3 will be shown by code 1 and will be tested Volunteer work binomial test at a significance level of (0.1).

According to the table, results show that the equality hypothesis of codes 0 and 1 are rejected at a significance level of (0). Therefore, we conclude that the mean score is greater than 3, so the factors of research weaknesses affect the elite Participation.

	Title	Frequency	Percent	Mean Degree	Likert Range
1	The presence of scientific and research adjutancy in Basij	64	53.3	4.2	Very important
2	Religious and service spiritinBasij organization	53	44.1	3.4	Important
3	Glorifying scientific elites	48	40	4.5	Very important
4	Trying to solve the problems of Basiji scientific elites	35	29.5	3.8	Important

Table 3: Frequency distribution, percentage and mean of the degree of importance of participants' comments on strengths in the elite Participation.

Binomial Test						
Precise significance Level	Testing Ratio	Observed Ratio	Number	Classification		
.100	.50	1.00	4	1.00	Group 1	ARS (Participation Research Strong)
		1.00	4		Total	

Table 4: Binomial test of mean degree of importance of strengths in the elite Participation.

In Table 3, 120 persons were asked research strengths of the elite Participation within 4 items. After gaining the results, mean score of the degree of importance of each item was recorded on a Likert scale. Maximum and minimum scores were 4.5 with a very important degree of importance and 3.4 with an important degree of importance, respectively. According to binomial test in Table 4, if we statistically accept that factors of research strengths do not affect the elite Participation, mean scores less than 3 will be shown by code 0, and if those factors affect the elite Participation, scores greater than or equal to 3 will be shown by code 1 and will be tested Volunteer work binomial test at a significance level of (0.1). According to the table, results show that the equality hypothesis of codes 0 and 1 are rejected at a significance level of (0.100). Therefore, we conclude that the mean score is greater than 3, so the factors of research strengths affect the elite Participation.

In Table 5, 120 persons were asked research opportunities of the elite Participation within 4 items. After gaining the results, mean score of the

degree of importance of each item was recorded on a Likert scale. Maximum and minimum scores were 4.75 with a very important degree of importance and 2.82 with a moderately important degree of importance, respectively.

	Title	Frequency	Percentage	Mean Degree of Importanc	Likert Range
1	Volunteer work research facilities of university scientific centers	106	88.3	4.75	Very important
2	Active and invincible spirit of Basiji elites	98	81.6	3.2	Important
3	The spirit of self-devotion, commitment and sincerity in Basiji elites	87	72.9	2.82	Moderately important

Table 5: Frequency distribution, percentage and mean of the degree of importance of participants' comments on opportunities in the elite Participation.

Binomial Test						
Precise significance Level	Testing Ratio	Observed Ratio	Number	Classification		
0.125	.50	1.00	4	1.00	Group 1	ARO (Participation Research Opportunity)
		1.00	4		Total	

Table 6: Binomial test of mean degree of importance of opportunities in the elite Participation.

According to binomial test in Table 6, if we statistically accept that factors of research opportunities do not affect the elite Participation, mean scores less than 3 will be shown by code 0, and if those factors affect the elite Participation, scores greater than or equal to 3 will be shown by code 1 and will be tested Volunteer work binomial test at a significance level of (0.1). According to the table, results show that the equality hypothesis of codes 0 and 1 are not rejected at a significance level of (0.125). Therefore, we conclude that the mean score is less than 3, so the factors of research opportunities do not affect the elite Participation.

In Table 7, 120 persons were asked research threats of the elite Participation within 4 items. After gaining the results, mean score of the degree of importance of each item was recorded on a Likert scale. Maximum and minimum scores were 4.85 with a very important degree of importance and 3.1 with an important degree of importance, respectively. According to binomial test in Table 8, if we statistically accept that factors of research threats do not affect the elite Participation, mean scores less than 3 will be shown by code 0, and if those factors affect the elite Participation, scores greater than or

equal to 3 will be shown by code 1 and will be test-ed Volunteer work binomial test at a significance level of (0.1). According to the table, results show that the equality hypothesis of codes 0 and 1 are rejected at a significance level of (0.100). Therefore, we conclude that the mean score is greater than 3, so the factors of research threats affect the elite Participation.

	Title	Frequency	Percent	Mean Importance	Likert Range
1	Economic and living problems of Basiji elites	115	95.8	4.85	Very important
2	Lack of cooperation of some scientific research centers and organizations to provide facilities and commitments for Basij	112	93.3	4.37	Very important
3	Disallowing social prestige and not considering a priority for Basiji elites by the managers of research and scientific centers	106	88.3	4.2	Very important
4	Centers providing better funds and credits for the elite researchers to do researches	82	68.3	3.1	important

Table 7: Frequency distribution, percentage and mean of the degree of importance of participants' comments on threats to the elite Participation.

Binomial Test						
Precise significance Level	Testing Ratio	Observed Ratio	Number	Classification		
.100	.50	1.00	4	1.00	Group 1	ART (Participation Research Threat)
		1.00	4		Total	

Table 8: Binomial test of mean degree of importance of threats to the elite Participation.

In response to the second research question: How is the pathology of Volunteer work the elite in Basij's thoughtful classes?

In Table 9, 120 persons were asked research weaknesses of the elite Volunteer work within 18 items. After gaining the results, mean score of the degree of importance of each item was recorded on a Likert scale. Maximum and minimum scores were 4.52 with a very important degree of importance and 2.32 with a moderately important degree of importance, respectively. According to binomial test in Table 10, if we statistically accept that factors of research weakness do not affect the elite Volunteer work, mean scores less than 3 will be shown by code 0, and if those factors affect the elite Volunteer

	Title	Frequency	Percent	Mean impor	Likert Range
1	Not assigning the necessary funds and facilities to carry out the elite research activities	115	95.8	4.52	Very
2	Lack of suitable and multidimensional research priorities and pivots based on research in Basij organization	102	85	4.27	Very
3	Not employing the elites in national, regional and provincial plans and projects	100	83.3	3.15	Important
4	Basij structure and inter-planning are militarily and epically (not educationally and scientifically) organized	96	80	4.21	Very
5	Lack of a facilitator structure to do research affairs of Basiji elites such as patent of an invention, proval of research plans, etc.	95	79.1	3.84	Important
6	Not introducing and defining support, guidance and persuasive role of Basij in scientific researches	90	75	3.65	Important
7	Lack of a research place such as a institute to employ research elites	88	73.3	4.34	Very
8	Lack of a coherent, coordinated and scientific system to lead and evaluate scientific elites' researches	85	70.8	3.62	Important
9	Lack of a macro and scientific planning and policy-making to employ scientific elites in research areas	83	69.1	4.31	Very important
10	Lack of space and facilities for consultation and interlocutionamong elites in regard to research findings and applicable use of them	80	66.6	3.56	Important
11	Constituting research working-groups with the presence of Basiji elites	78	65	3.27	Important
12	Lack of planning and policy-making required to use research facilities of other organizations and organs to employ Basiji elites	76	63.3	2.86	Moderately important
13	Not identifying the elite capabilities and potentials to do research affairs	75	62.5	3.64	Important
14	Not implementing qualitative, fundamental and new research plans	73	60.8	3.84	Important
15	Lack of priority to employ Basiji elites in country and regional macro-researches	70	58.3	3.29	Important
16	Lack of propaganda and broadcast of valuable research-scientific innovations and achievements of scientific elites	66	55	3.48	Important
17	Not providing research plans to evaluate scientific elites' needs and use them	62	51.6	2.45	Moderately important
18	The presence of inefficient authorities	50	41.6	2.32	Moderately important

Table 9: Frequency distribution, percentage and mean of the degree of importance of participants' comments on weaknesses in the elite Volunteer work.

work, scores greater than or equal to 3 will be shown by code 1 and will be tested Volunteer work binomial test at a significance level of (0.1). According to the table, results show that the equality hypothesis of codes 0 and 1 are rejected at a significance level of (0.008). Therefore, we conclude that the mean score is greater than 3, so the factors of research weakness affect the elite Volunteer work.

Binomial Test						
Precise significance Level	Testing Ratio	Observed Ratio	Number	Classification		
.008	.50	.83	15	1.00	Group 1	URW (Utilize Research Weakness)
		.17	3	.00	Group 2	
		1.00	18		Total	

Table 10: Binomial test of mean degree of importance of weaknesses in the elite Volunteer work.

	Title	Frequency	Percentage	Mean Degree	Likert Range
1	Enjoying the spontaneous place and support of people, Basij organization can significantly affect the scientific development and promotion of the country	62	51.6	3.86	Important
2	Thought and culture of self-devotion and martyrdom significantly affects the country's scientific promotion	51	42.5	3.53	Important

Table 11: Frequency distribution, percentage and mean of the degree of importance of participants' comments on strengths in the elite Volunteer work.

Binomial Test						
Precise significance Level	Testing Ratio	Observed Ratio	Number	Classification		
.500	.50	1.00	2	1.00	Group 1	URS (Utilize Research Strong)
		1.00	2		Total	

Table 12: Frequency distribution, percentage and mean of the degree of importance of participants' comments on strengths in the elite Volunteer work.

	Title	Frequency	Percent	Mean Degree	Likert Range
1	Volunteer work research facilities and resources of other organizations and organs to employ Basiji elites	105	87.5	3.42	Important
2	High interest of the youth in research and creative activities	99	82.5	3.86	Important
3	The spirit of commitment and self-devotion in Basiji elites	93	77.5	3.23	Important
4	High assiduity of Basiji elites	88	73.3	2.83	Important

Table 13: Frequency distribution, percentage and mean of the degree of importance of participants' comments on opportunities in the elite Volunteer work.

In Table 11, 120 persons were asked research strengths of the elite Volunteer work within 2 items. After gaining the results, mean score of the degree of importance of each item was recorded on a Likert scale. Maximum and minimum scores were 3.86 with an important degree of importance and 3.53 with an important degree of importance, respectively.

Binomial Test						
Precise significance Level	Testing Ratio	Observed Ratio	Number	Classification		
.625	.50	.75	3	1.00	Group 1	URO (Utilize Research Opportunity)
		.25	1	.00	Group 2	
		1.00	4		Total	

Table 14: Binomial test of mean degree of importance of opportunities in the elite Volunteer work.

	Title	Frequency	Percent	Mean Degree	Likert Range
1	Feeling of disappointment and frustration in the elite youth due to paying no attention to their needs	112	93.3	3.64	Important
2	Not employing scientific, interested and committed managers in university research organizations and centers with insight and plan to support Basiji elites	95	79.1	3.18	Important
3	Basiji elites are not properly valorized in the society	84	70	2.54	Moderate
4	Recruiting creative elites to fulfill the benefits of thoughts and western policies	81	67.5	3.1	Important
5	The presence of private organizations with attitudes and thoughts supporting the elites' outputs	76	63.3	3.27	Important

Table 15: Frequency distribution, percentage and mean of the degree of importance of participants' comments on threats to the elite Volunteer work.

According to binomial test in Table 12, if we statistically accept that factors of research strengths do not affect the elite Volunteer work, mean scores less than 3 will be shown by code 0, and if those factors affect the elite Volunteer work, scores greater than or equal to 3 will be shown by code 1 and will be tested Volunteer work binomial test at a significance level of (0.1). According to the table, results show that the equality hypothesis of codes 0 and 1 are not rejected at a significance level of (0.500). Therefore, we conclude that the mean score is less than 3, so the factors of research strengths do not affect the elite Volunteer work.

In Table 13, 120 persons were asked research opportunities of the elite Volunteer work within 4 items. After gaining the results, mean score of the degree of importance of each item on a Likert scale was recorded. Maximum and minimum scores were 3.86 with an important degree of importance and 2.83 with a moderately important degree of importance, respectively. According to binomial test in Table 14, if we statistically accept that factors of research opportunities do not affect the elite Volunteer work, mean scores less than 3 will be shown by code 0, and if those factors affect the elite Volunteer work, scores greater than or equal to 3 will be shown by code 1 and will be tested Volunteer work binomial test at a significance level of (0.1). According to the table, results show that the equality hypothesis of codes 0 and 1 are not rejected at a significance level of (0.625). Therefore, we conclude that the mean score is less than 3, so the factors of research opportunities do not affect the elite Volunteer work.

In Table 15, 120 persons were asked research threats to the elite Volunteer work within 5 items. After gaining the results, mean score of the degree of importance of each item was recorded on a Likert scale. Maximum and minimum scores were 3.64 with an important degree of importance and 2.54 with a moderately important degree of importance, respectively. According to binomial test in Table 16, if we statistically accept that factors of research threats do not affect the elite Volunteer work, mean scores less than 3 will be shown by code 0, and if those factors affect the elite Volunteer work, scores greater than or equal to 3 will be shown by code 1 and will be tested Volunteer work binomial test at a significance level of (0.1). According to the table, results show that the equality hypothesis of codes 0 and 1 are not rejected at a significance level of (0.375). Therefore, we conclude that the mean score is less than 3, so the factors of research threats do not affect the elite Volunteer work.

Binomial Test						
Precise significance Level	Testing Ratio	Observed Ratio	Number	Classification		
.375	.5	.8	4	1.00	Group 1	URT (Utilize Research Threat)
		.2	1	.00	Group 2	
		1	5		Total	

Table 16: Binomial test of mean degree of importance of threats to the elite Volunteer work.

Conclusion

Considering items with the highest degree of importance from the respondents' viewpoint and positive results of binomial test, main subcategories were identified in two general functions of ParticipationandVolunteer work based on general objectives. Main subcategories of the elite Participation in Basij's thoughtful classes are as follows:

Scientific area: 1- Lack of adequatecostsand credits for scientific activity in Basij, 2- Attracting the cooperation and glorifying Basiji scientific elites, 3- Cooperation of organizations and university scientific centers with Basij organization, 4- Lack of providing the need of scientific elites in terms of economic and social aspects *Research area*: 1- lack of support from Basiji elite researchers to be recruited in research and scientific centers, 2 - Glorifying Basiji scientific elites, 3- Volunteer work research facilities of university scientific centers, 4 - Economic and living problems of Basiji elites Mani categories of the elite Participation in Basij's thoughtful classes are as follows: *Scientific area*: 1 - Paying no attention to the elite needs, 2 - Enjoying the spontaneous place and support of people, Basij organization can significantly affect the scientific development and promotion of the country, 3 -The presence of creative and strong minds of Basiji elites, 4- Feeling of boredom in young scientific elites due to paying no attention to their needs *Research area:* 1 - Not assigning the necessary funds and facilities to carry out the elite research activities, 2 - Enjoying the spontaneous place and support of people, Basij organization can significantly affect the research development and promotion of the country, 3 - High interest the youth in research and creative activities, 4 - Feeling of disappointment and frustration in the elite youth due to paying no attention to their needsIn all studied areas, participants have raised more items for weak points of each area. This indicates that the highest obstacles and damages in the Participation and Volunteer work of the elite exist within the Basij organization. Accommodating the study findings with its background in previous studies, we can say that: Studies conducted out of Iran on the elite are based on their characteristics and factors affecting the development of these characteristics.

Toosi and Mehri in their study conducted in 2012 reported the factors affecting the Participation of medical elites in medical society of the Basij as follows: doctrinal and moral issues, internal and revolutionary motivations, participation in decision-making, social prestige, holding scientific and research activities, legal privileges, ease of Participation and admission process[5]. Their study is consistent with study results. In a study conducted by Salar (titled the elite pathology in 2011), damages are divided into two internal and external categories. Findings of his study are consistent with damages investigated in the present study, but their categorization methods are different[6].

Recommendations

In the present study, Basij organization is considered as a system, the performance of which is influenced by internal and external factors. The elite Participation and Volunteer work is one of its functions. In order to promote and develop this function and to succeed in this area, we should firstly study factors affecting it, and then codify a suitable plan. Therefore, effective internal and external factors of Basij organization were investigated in the present study. These factors included weaknesses and strengths related to Basij's internal environment as well as opportunities and threats related to its external environments affecting the elite Participation and Volunteer work. In addition, different cultural, scientific, research, political and economic areas were defined for the elite activities, and then factors affecting them were identified. All research procedures were conducted Volunteer work the opinions of experts and the elite. Data were collected, classified and represented through tables. In this step, the researcher suggests to use these findings to codify a strategic plan. Strategic planning can lead skills through managing the organization's forces and energy and call the managers for participation in all levels. According to the following method, we can design and edit a 4-year-old strategic plan based on the existing damages and defects to recruit and employ the elite. - To constitute the Strategic Planning Committee or Council (SPC) - To prepare the Planning Matrix - To record weaknesses, strengths, opportunities and threats in the Planning Matrix - To identify The strategies according to what is described in the matrix -Toprioritize strategies and to determine an annual operating plan for each of themthrough determined task strategies.

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