

Iran; Resource Management, National Capital and Its Impact on the Socio-Economic Status of People

Naser Khodayari Shoti

Faculty member and Assistant Professor, Department of Basic Sciences, School of Paramedical Sciences, Ph.D. of Sociology, Tabriz University of Medical Sciences .

Abstract

Proper management of production resources and national capital is a development tool in any country. To achieve this in Iran, five-year social and economic development plans, in addition, a 20-year vision (from 2005 to 1404) is considered. The economic slogans of the year are also aimed at accelerating the country's economic movement and creating sensitivity in public opinion. Reveals the logical connection between slogans and their purpose in solving the problem of production. Due to limited resources and increasing levels of consumption of goods and services, the optimal use of available facilities is one of the most important possible solutions to reduce the gap between supply and demand. Examination of the components of economic growth in developed and developing countries shows that the share of productivity growth has sometimes exceeded the share of increasing the small amount of inputs. This article expresses the variables affecting production and its impact on the desirability of socio-economic status, with a look at the slogans of the year.

Keywords: Iran, production resources management, national capital, socio-economic status

Date of Submission: 20-05-2021

Date of Acceptance: 05-06-2021

I. INTRODUCTION

Research literature

Increasing human capabilities and expanding people's choices is the goal of development. Individual empowerment has not only intrinsic value, but also instrumental value and is effective in improving development outcomes. In fact, the growth of people's capabilities is the driver of development. (STERN, NICHOLAS: 2005)

One of the factors affecting people's income is human capital. Despite more than a decade of studying what human capital is and how to calculate it, the obvious point is that institutional knowledge and creativity in individuals can be considered human capital. (Komijani, Akbar et al.: 2005, from page 91 to page 111)

One of the factors affecting people's income is human capital. Despite more than a decade of studying what human capital is and how to calculate it, there are still ambiguities. But the obvious point is that institutional knowledge and creativity in individuals can be considered human capital. (Komijani, Akbar et al.: 2005, from page 91 to page 111)

Study of economic and social situation of two groups of major crude oil exporting countries (oil economies) and other crude oil exporting countries (non-oil economies) in the period 1995-1998 shows the weakness of social infrastructure or the quality of institutions and low level of human development in occurrence. The phenomenon of resource scourge is in the first category of countries, including Iran. (2009, Mohammadi, Yaser)

Human resources as the main factor in the factors of output production and its management has a decisive role in productivity. (Zahedi, Sayyed Jalil et al. 2008. pp. 3 to 13) Human resources of a system, as the most important as the main stakeholders of STHs, internal of a system, different from other resources, as the most important competitive and strategic capital of the system (Lajevardi, Seyed Jalil et al.: 1394, pp. 235-259)

On average, APO Asian countries have experienced a 30% share of economic growth in terms of productivity between 2010 and 2017, while of the 2.2% economic growth in Iran, the major share (about 75%) is due to non-IT investment. have been. The rest is the result of increasing the labor force and its quality, and the share of IT investment and total productivity of production factors has been almost zero. (1399, Pahlavani, Fatemeh)

Employee development and empowerment means creating the necessary capacities such as empowerment, creativity, innovation and knowledge in employees to enable them to create added value in the organization and play a role and responsibility in the organization along with efficiency and effectiveness, especially in everyday products. They become more complex. (1398, Allameh Tabatabaei University) One of

the ways to measure the good composition of production factors is to use productivity indicators. Productivity has become more important as a source of growth than before and developed countries have gained a significant part of their production growth by improving productivity. Increasing production is possible in two ways; Increase in the amount of factors of production and other better use of factors of production by adopting better management of these resources and using newer methods in combining these factors. (Nabiuni, Ebrahim, 1390: pp. 67-76)

Research questions

1. What are the coordinates of Iran in terms of area, population and resources?
2. The most important obstacles to the productivity of national resources and capital in order to improve the socio-economic situation in Iran?
3. Low level of productivity of resources and national capital and its impact on the poor socio-economic situation of the country?

The purpose of this article is to study how to manage national capital and its impact on the socio-economic status of people in Iran. Looking at the abundance of national resources and the implementation of six social and economic development programs and the passage of 16 years from the 20-year vision plan and an overview of economic titles, the slogans of the year from 2005 to 1400 are understood that there are still serious obstacles in using national capital. There is an improvement in the social and economic situation in the country. (2017, Online Economy)

The social and economic expectations of the people from any political system depend on the amount of national resources of that country. Accordingly, Iran, as a country with an area of 1% of the world area and a population of about 1% with this volume of resources, is not expected to be below 40% of the population below the poverty line. Surveys show that the economic situation of Iranian households over the past two decades has been worrying and households have been increasingly under economic pressure. (Nakhjavani, Ahad: 1384, volume 17) so that the poverty line in May 1998 was announced eight million tomans. But unfortunately, today, compared to the same period last year, the poverty line for a family of four is close to 9 million tomans. (1399, Arannews City)

Concepts:

Human resources management

Human resource management refers to the policies and actions required to perform a part of the management task that depends on aspects of employee performance, in particular to recruit, train employees, evaluate performance, reward, and create a healthy and equitable environment for employees. (1397, Hatef Esfahani, Farhanaz)

Socio-economic status

In 1981, Müller and Parcel defined socioeconomic status as "the relative position of an individual or family in the order of social structure based on access to wealth, prestige, and power." Education is mentioned as the most fundamental component of socio-economic status. (Suri, Hamid, 1393: from p. 9 to p.19)

National treasure

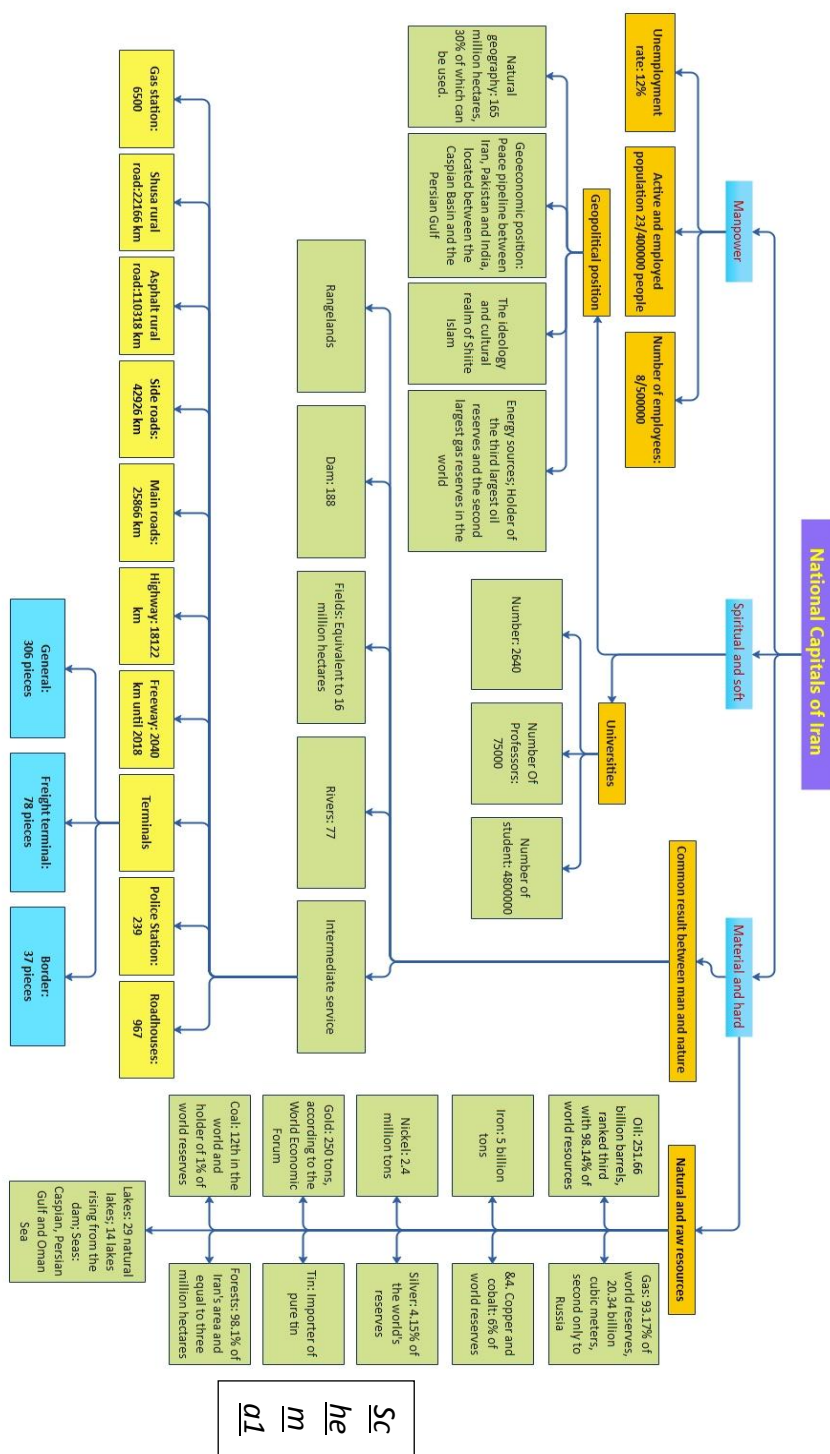
National capital is the wealth that has reached a nation, whether it is completely natural and raw capital, such as underground mines, seas, plains, etc., or the joint product of nature and man, dams, forests and artificial lakes, fields, roads, and (2016, Khani, Alireza).

1- What are the coordinates of Iran in terms of area, population and resources?

Iran with a population of nearly 84 million people is ranked 17th and in terms of population slightly more than 1% of the world's population and with an area of 1,648,195 square kilometers in the same way slightly more than 1% of the world area of about 150 million It occupies a square kilometer. (2020, Makhzoon, Ali Akbar)

1.1. Iranian resources and mines

In general, the Middle East, with 4% of the world's soil, has about 60% of the world's proven oil reserves. Iran, meanwhile, is among the world's 15 mineral powers with about 68 types of minerals, 37 billion tons of discovered reserves and 57 billion tons of potential reserves, but mineral products account for only 0.6% of GDP. There are 5,800 active mines with employment of about 138,000 people in the country and the amount of identified mineral reserves is close to 60 billion tons, of which more than 40 billion tons are definite and the rest are possible. (31, 2020, Manuscript approved for publication January)



The value of Iran's identified mineral reserves is estimated at 3% of the world's mineral reserves and in addition to \$ 770 billion, and it is ranked fourteenth in terms of exploration reserves and tenth in terms of diversity of reserves. Iran is one of the top 10 countries in the world in terms of mineral reserves. (2018, Bahraman, Mohammad Reza) There are 68 types of minerals in the country, of which only 20 minerals have been explored, identified and are in the processing stage. Iran is also one of the top three countries in the world in terms of mineral reserves, with 1.5 billion tons of proven reserves and 4.5 billion tons of potential reserves of building stones. (2011, Archived from the original)

The average of the country's explorations in the mining sector is less than 50 meters, while the optimal size of explorations is 150 meters in order to obtain a mineral. Iran has a unique position for energy supply with 18% of gas resources and 9% of oil resources among the world's mining countries, and the price of energy in Iran is up to 50% of the world price according to major sources. In terms of the volume of definite and potential

reserves, the existence of suitable infrastructure, the existence of a suitable consumer market in Iran and the countries of the region, reasonable energy prices, access to open waters and specialized and educated manpower of the mining sector is known as a large mineral. (2016, IRNA, January 20)

Iran is one of the top countries in the world in terms of copper, lead, zinc, salt dome, salt lake, gypsum, steel, aluminum and decorative stones reserves. It is interesting to know that about 42 billion tons of mineral reserves have been identified so far, some of which are world-class mineral resources in Iran. (2018, IRNA, January 20) This statistic shows that these unique economic capacities have not been used for the development of the country.

1.2. Iranian universities

With 18 top universities in the World Times list, Iran has been able to rank second in the region in terms of the number of top universities after Turkey with 22 universities. (2019, ISC, September 12) In Iran, 11 million people have they have a university degree. (2016, Farhadi, Mohammad)

1.3. Geopolitical and geographical position of Iran

Iran is located in one of the most sensitive geopolitical situations in the world, so that its active geopolitical regions have become the center of attraction of regional and global diplomacy. However, since the foreign policy and performance of governments are derived from the geopolitical environment and create conditions for interaction in a set of spatial and temporal behaviors, the Islamic Republic of Iran, despite having a strategic position, needs to design and implement foreign policy on geopolitical basis Have effective interaction and mutual understanding of the conditions of time and place. (Abbasi Semnani, Alireza, .2013. from page 96 to 104)

1.4. Geoeconomic position of Iran

Currently, the strategic regions of the world are classified based on GDP, human resources and natural resources, especially energy resources. In this regard, Iran, with more than 70% of the world's energy resources, will play a special "geoeconomic" role in the 21st century. Accordingly, Iran has now adapted to the economic factor. Iran is important with its natural dominance over the Strait of Hormuz and the surrounding strategic islands, as well as being at the same time with the second major source of oil and gas in the north. (Minaei, Mehdi, 2005, pp. 15-25)

1.5. Natural Geography of Iran

In terms of geographical location and biological foundations (including water, soil, vegetation and other bio-food resources) and groundwater resources (including energy resources, mineral resources, both strategic and non-strategic), Iran has a very good situation. (Kamran et al., 2009, from p. 5 to p.28)

2. The most important obstacles to the productivity of national resources and capital in order to improve the socio-economic situation in Iran?

2.1. Lack of potential economic capacity: The highest economic growth rate among the world is in developing countries. The reason for this can be considered the empty capacities of developing economies. (: Sida, 2015) For example, in the comparison of the two economies of Iran and Germany, it is quite clear that not even one third of Iran's economic capacity in traditional fields such as mining, petrochemical, tourism, industry, agriculture, etc. has not yet reached the actual stage.

2.2. Insufficient ability to increase production: Some dependent economies of Arab countries do not have enough capacity to increase production. But Iran's economy due to its high ranking in the human development index and the existence of infrastructure such as access to energy, water, electricity, gas and ... Throughout the geography of Iran, in addition to logistics facilities, the development of the transport fleet, the construction of roads, the development of training centers, hospitals, etc. is one of the most capable countries in the world in terms of the infrastructure needed for production. (Unctad/Dtl/Stict/2016/3)

2.3. Neglect of increasing production as the growth of economic indicators: Production is the only category in which the transformation has a positive effect on increasing production in a domino effect and with increasing production, in addition to lower prices in the country, the possibility of competition and exports Has increased and in this regard the amount of currency appreciation also increases. (2019, Mehrpour, Meysam)

2.4. Wrong monetary and fiscal policies

The monetary and banking system and the tax and subsidy system of the country should be active in increasing the productivity of the country's economic system. The capacity of the banking system to consolidate and reallocate resources to productive activities that serve the national and international interests of the country is essential. The central bank acts as a blood distributor in the economy by setting appropriate interest rates and creating easier conditions for repaying facilities. At present, the country's banks do not play their real role due to structural and managerial problems. From the point of view of the tax system, the transparency of the tax base in

distributing resources and collecting taxes from the rich and speculators increases the incentive to pay taxes and support the people to run the society. (2020, Arshadi, Vahid)

According to some economists, the slogan 2021 is the same as the slogans of 2019 and 2020 mentioned earlier. Parallel markets for production must be controlled and a tool called taxation must be a good means of maintaining domestic production. On the other hand, the most important issue in production growth; the role of the people is public trust and social capital, as economic power is enhanced by popular presence and economic interaction. The economic slogans of the year are to draw people's attention to a particular value and vice versa to a problem. (2021, Shah Veisi, Sasan) Banks should also assist and monitor the performance of producers to determine where the resources provided as facilities to producers are invested.

2.5. Insufficient productive investments and its tools:

Officials have two serious responsibilities regarding the realization of productive investments: one is to increase the tools and strengthen the investment infrastructure in order to transfer micro-capital to production, and the other is to create a culture and acquaint people with various investment methods, such as:

2.5.1. Bold Mutual Funds: These funds try to buy a portion of the startups' shares through the accumulation of capital from institutional investors and micro-investors, and after the startup has grown and reached the appropriate stage to exit the investment and sell the shares, they are worth the day. This type of investment is one of the long-term investments and the fund nav increases until the sale of the company's shares through the dividend distribution of the invested company. So far, 14 bold investment funds have been admitted to the new OTC market in Iran, all of which can be traded as ETFs. Micro-capitals can be directly affected by economic investments by the single transaction of these funds. (2020, Motamad, Mohammad,)

2.5.2. Private Mutual Funds: The performance of these funds is quite similar to that of venture capital funds; the difference is that these funds enter companies that are relatively mature, and their strategy after buying shares is usually the management of the company in order to offer the stock in the stock market and exit the shareholding mix.

2.5.3. Small capital crowdfunding: As a new tool, the business of financing a business and increasing the funds raised by attracting a large number of investors through the virtual network. This tool was recently unveiled in late February of 2020, which can accumulate the necessary resources for small and medium-sized companies in proportion to projects up to 100 billion Rials and repay the principal and profit of investors' resources with a short-term horizon. (2021, Shamaeizadeh, Amir Hossein)

The capital market gathers small capital to form a large capital for the realization of investment; therefore, this market can play a very good role in fulfilling the slogan of the year. (2021, Turkan, Akbar)

Economic prosperity, employment and price stability are created through production. There is another factor for price stability, such as liquidity, which should be based on the growth of production, and in no way should liquidity grow to several times the production, because this will cause price instability (2021, Mesbahi Moghadam, Gholamreza)

2.5.5. Smuggling of goods is a barrier to production leaps:

In addition to these issues, we face another obstacle in production, such as smuggling and import of goods, which will deal the biggest blow to the domestic producer, which must be supported. (2008, United nations)

2.5.6. Office maze: Manufacturers face some office maze along with these issues. Administrative barriers must be identified by the government and members of parliament and removed as soon as possible, and if this assistance is provided, we will see the growth and development of production. (1400, Mesbahi Moghaddam)

2.5.7. The role of the capital market in the realization of the production leap:

The capital market can play a positive role in the realization of the production leap. The shares of the most important companies in the country are present in the capital market; for this reason, attracting resources by the stock exchange will be very effective, provided that these resources enter the production directly. Certainly, the commodity exchange will suffer from price transparency in the market and can play a very positive role in the country's economy. (1400, Mesbahi Moghaddam)

Productivity of economic capacities and financial capital in order to increase production and enjoy its benefits requires:

2.6. Ignoring the fields of production and its mutation:

policy levels are under the headings; Macro Strategies, National Strategies and National Actions In the form of 23 other national actions, serious attention has been paid to the discussion of economic culture as well as the economics of culture. (1399, Basirnia, Gholamreza)

Psychological field - sociological; Work psychology will play a major role in productivity by influencing human resources and their work environments. Employing psychologists and psychologists in the workplace and factories and examining the mental health and mental health of workers and their employees is considered important. By recognizing problems and disorders, one should look for a way to treat and solve them. (2016, Gholampour, Anita)

Legal context; That is, the existence of laws to protect production and producers according to the risk factors of production and structural context, ie the existence of harmony between different sectors related to production from the administrative system to banking, insurance, etc. Unfortunately, we have a consumer and producer protection organization. In an organization, we put it under the supervision of a ministry, and for such an organization, we assign the task of controlling prices, and we also claim a free economy and a free supply and demand mechanism. (Bazargar, Nahid, 1398)

Structural context; The leadership of the revolution has considered the existence of "structural defects" as the main cause of the existing problems such as youth unemployment, income poverty in the weak class, and so on. (Leadership Statements, 1398) Some structural defects in the Iranian economy are:

dependence of the economy on oil; Neglect of localization of required technologies; Instability of executive policies of the economy ((Seljuk, Saeed et al., 2016); non-compliance with priorities (Abu Nouri, Ismail, 1394, No. 4, from page 1 to page 23); income distribution inequality; the effects of production structure on income distribution inequality in Iran is noticeable For example, the transfer of value added from the agricultural sector to any of the sectors of industry and mining, services or oil increases income inequality, while the transfer of value added from the oil sector to any of the other sectors of income inequality. The transfer of value added from the industry and mining sector to the oil or services sector will increase inequality. The transfer of the value added share from the service sector to the industry and mining sector will have an equalizing effect on income distribution. The construction sector and any of the sectors of industry, mining and agriculture will not cause a significant change in economic inequality (Dargahi, Hassan. 2003. from pages 1 to 33)

Effects of price shocks on production (Sharifi, Mahmoud.2008. No. 73); Psychological and psychological-social background (1400, Khodayari Shouti, Nasser); Weak economic diplomacy in areas such as: impossibility of procuring raw materials, efficiency of modern technology, access to global markets, need-based production, diplomatic openings, acceptance of international economic laws and IMF policies, heterogeneous interpretation with Economic benefits of economic benefits, high quality and competitive production, attention to the comparative economic advantages of the country in terms of production, ability in the field of employment for growth and development and most importantly, the weakness of economic diplomacy, are the most important barriers to production in Iran (Arghani, Pirsalami et al. 1397. from pages 72 to 101).

3. Low level of productivity of resources and national capital and its impact on the poor socio-economic situation of the country?

The indicators discussed earlier indicate the low level of productivity in Iran and solutions have been proposed to solve it, including:

3.1. The need to recreate production resources:

The meaning of production resources is; Land, capital, manpower and the entrepreneurial element. The role of each of the mentioned sources in the low level of productivity and its impact on the unfavorable socio-economic situation of the country is mentioned:

3.1.1. The earth

Having resources for production is necessary, but not enough. Earth is the bedrock of any activity. Land volume is important in terms of economic and biological density. To limit the extent of poverty, it is sufficient to even use the full capacity of a part of agricultural land. For example, the annual rainfall in the Netherlands is 600 mm and the amount of rainfall in the two provinces of Mazandaran and Gilan is more than 700 mm. The area under cultivation in the Netherlands is 800,000 hectares with a harvest of 33 million tons; meanwhile, the harvest in the two provinces with a cultivation of 600,000 hectares is 4,000 tons. Accordingly, the wealth generated by agricultural and industrial income in the Netherlands is twice that of Iranian oil. Result; how land is used as an important variable in the production process requires preparation. (2021, Khodayari)

In the agricultural sector of Iran during the years 1964-1934, changes in productivity have had a positive trend. And it can be said that all these positive changes have been due to technological changes or the use of new technologies. (Amirtimouri, Somayeh; Khalilian Sadegh. 1389. from page 141 to page 162)

The most important barriers to land productivity are: change of agricultural land use to residential and the emergence of villa gardens and small gardens, neglect of watershed management, digging illegal wells, damage to vegetation, neglect of land integration and mechanized cultivation and irrigation And strategic cultivation and selection of seeds compatible with the climate and negligence in land improvement and selection of effective methods in repelling plant pests and neglect of greenhouse cultivation and scientific horticulture, animal husbandry and breeding, etc., and poultry and beekeeping Indigenous and low harvest per unit area and high cost of maintenance of agricultural machinery, aquaculture using the potentials of water and dams in the region. (1400, Khodayari, 1399, Zeinali, Mehdi)

The density in the housing sector

The issue of productivity is not limited to agricultural land, but land use in terms of urban density is also considered one of the important issues. The table below somehow expresses this important. (2011, World of Economics)

Capital productivity index in Iran during the years 1384 to 1397

Table1

sector	1384	1390	1391	1392	1393	1394	1395	1396	1397	Annual changes during1391
agriculture	139	100	101	104	106	111	114	117	116	2/12
Oil & gas	106	100	65	64	69	77	131	137	117	11/43
Mine	71	100	103	119	125	116	122	130	139	4/99
Industry	90	100	96	93	101	98	107	114	109	1/93
Water, electricity, and gas	92	100	100	101	109	112	119	128	131	4/43
Building	102	100	98	94	95	82	74	78	79	-2/77
Transportation	110	100	101	100	99	92	97	103	108	0/99
Communication	29	100	123	132	134	131	135	148	160	4/3
Real Estate	82	100	104	103	104	103	104	107	110	82
Other services	122	100	93	93	91	86	87	88	83	-1/54
The whole economy	107	100	90	88	89	86	96	99	94	0/62

2. Capital

Capital productivity index in Iran for obvious and unknown reasons is unfortunately very low and shows that our country's fixed capital has not been used productively, especially in the public sector. According to the results of calculating the capital productivity index by the end of 2018, while the average annual growth forecast of capital productivity in the fourth and fifth development plans is one percent, during the 14 years of 2005-2018, capital productivity in the national economy has decreased by 9.0 percent annually. And has been reduced from 107 in 2005 to 2015 in 2018. On the other hand, since 2012, we have witnessed a negative growth in capital productivity in the construction and other services sectors; While the capital productivity index in the agricultural, mining, oil and gas sectors had a positive growth of 2.12, 4.99 and 11.43 percent and in the telecommunications sector increased by an average of 4.3 percent per year, which is the potential of the telecommunications sector for productivity growth in the telecommunications sector. It is also evident in other sectors and, finally, in the whole national economy. Also in 2018, the largest decrease in this index compared to the beginning of the period (2005) was related to oil and gas, other services and industry and the largest increase in capital productivity growth was related to communication, mining and transportation. On the other hand, the average capital productivity index in the whole economy during the period 2005-2018 was about negative 0.9%, and between the communication and mining sectors with 15 and 4.8%, respectively, have experienced the highest average growth of capital productivity index in this period. (2020, Online Economy)

Estimation of investment capacities in each industrial sector, including oil, gas, petrochemical and mining, trade, agriculture, urban and rural housing, health, roads, education, culture and art, especially in the film industry and film campuses, printing industry Air conditioning and prioritization between the sectors required for investment are the most important issues. The investment capacity in the oil, gas and petrochemical sectors is more than 600 billion dollars, the production capacity of agricultural products is close to 100 billion dollars and the corresponding investment capacity is from dams, canals, mechanized cultivation, planting machines, holding and harvesting, industries Food and construction industry, which forms more than 200 capital-intensive industries. (2015, Energy Capital of Iran)

Investing in economic infrastructure in general increases production and economic growth by increasing the productivity of factors of production, expanding the market, balancing supply and demand, creating side effects, creating better competitive conditions and also increasing the level of welfare.

Among the investments in various economic sectors, investment in the agricultural sector has a special importance and position. Because investment in the agricultural sector, due to the continuous increase in demand for food and other agricultural products, can lead to growth in production and employment in this sector. However, according to studies, the agricultural sector does not have the necessary attractiveness for investment due to its physical resources, talent and manpower and development opportunities. (Ghaedi, Ali, Akbarian, Reza, 2011, from page 11 to page 48)

The situation of investment in the agricultural sector and its trend in the period of 2-4 at a constant price of 1 year, return on investment in the agricultural sector, ACOR coefficient and effective factors for

investment in this sector have been studied. The results show that the efficiency of using investment components (machinery, fertilizers, pesticides, modified seeds, etc.) has decreased. (Bahrami Mahneh, Fahimeh et al., 2007)

Capital productivity index in Iran during the years 2005 to 2018

Country gross population density per hectare of different (number of people living per hectare of land)

Table2

Cityname	Area (hectare)	Population 1385People	Gross density of whole city	Cityname	Area (hectare)	Population 1385People	Gross density of whole city
Tehran	62100	1197520	125/56	Mashhad	28293/8	2437316	85/79
Esfahan	17067/1	1602110	93/87	Gazvin	6413/2	355338	55/41
Ardabil	6014/5	418262	69/54	Zanjan	6392/2	349713	54/7
Tabriz	33745	1398060	58/88	Sanandaj	3760/7	316862	84/26
Shiraz	13523	1227331	90/76	Gorgan	3560/9	274438	77/07
Ahvaz	20880/9	985614	47/2	Sari	2852	261293	91/62
Qom	12307/3	959116	77/93	Kashan	8608/2	253509	29/45
Kermanshah	9650	794863	82/37	Brojerd	3550	229541	64/66
Orumieh	7061	583255	82/6	Sabzvar	2676	214582	80/19
Zahedan	5864	567449	96/77	Babol	3036/4	201335	66/31
Rashat	14670	557366	37/99	Rafsanjan	4537/2	139219	30/68
Kerman	12220	515114	42/15	Zabol	2084/5	136956	65/7
Hamadan	6285/8	479640	76/31	Shahrkord	4986	131612	26/4
Yazd	13465	432194	32/1	Total	305607	23609608	77/26

3.1.3. Manpower

The results of calculating the labor productivity index in the whole economy and different economic groups in 2018 show that compared to 2011, only in agriculture, transportation and communications, we have improved the index. The longer-term trend shows that the level of labor productivity index in the whole economy has increased from 81 in 2005 to 89 in 2018 with the establishment of 2011 (100 = 1383). In other words, the labor productivity index in the total level of Iran's economy has increased by 10% in 14 years or by an average of 0.7% per year. This rate of labor productivity growth, according to the forecast in the fourth, fifth and sixth development plans (3.5% per year) and also taking into account the number of students, number of university graduates, significant educational costs and labor productivity growth rate in developing countries Asian, much lower than expected. This index has also been associated with a negative growth of 11% since 2011, which shows that although there has been a positive change in the calculation of long-term trends, but in the last 10 years we have experienced much negative growth. (2020, Online Economy)

Knowledge, specialization, education and skills along with health and longevity indicators are the most important dimensions of human development. (Maleki, Elnaz, 2017, news code: 82811948) The role of this variable in production is to combine production resources for the ultimate goal of the economy. A look at the situation of the country's manpower; 66 million people are active in the population, of which 22 million are employed and three million are unemployed, and the participation rate between the ages of 25 and 54 is not very good.

The number of salaried employees is 4.7 million; 2300000 thousand employees, 600000 thousand retirees, 600000 thousand armed forces, etc., in terms of the mentioned manpower and considering the number of managers at different levels from deputy ministers to the level of heads of departments, which is 145199 people and managers of operational units, whose number is 296336 people. We must express our expectations of the return of the aforementioned sources of production.

Important issues of human resources of the country are: inactivity of the majority of the population, decline of a part of the active population, for example with 6.2, unemployment rate of 14%, if long-term unemployment and hidden unemployment, unemployment rate of 16.4% of university graduates and with The 21% youth unemployment rate does not reflect a favorable situation. The world average use of manpower is 62%. In the meantime, our country is ranked 85th out of 148 countries and later 104th. Iran ranks in human resource indicators: employer-worker relations 128, wage flexibility 138, recruitment and dismissal procedures 109, productivity compensation relationship 130, appointments 127, talent absorption 145, women participation 147, tax impact Motivation for work 82, cost of dismissal of surplus employees 108, capacity for retaining talents 131 and training 135.

Global Competitiveness Index for the Islamic Republic of Iran in 2019



Schema2

3.1.4. The need for sufficient attention to entrepreneurship in relation to production;

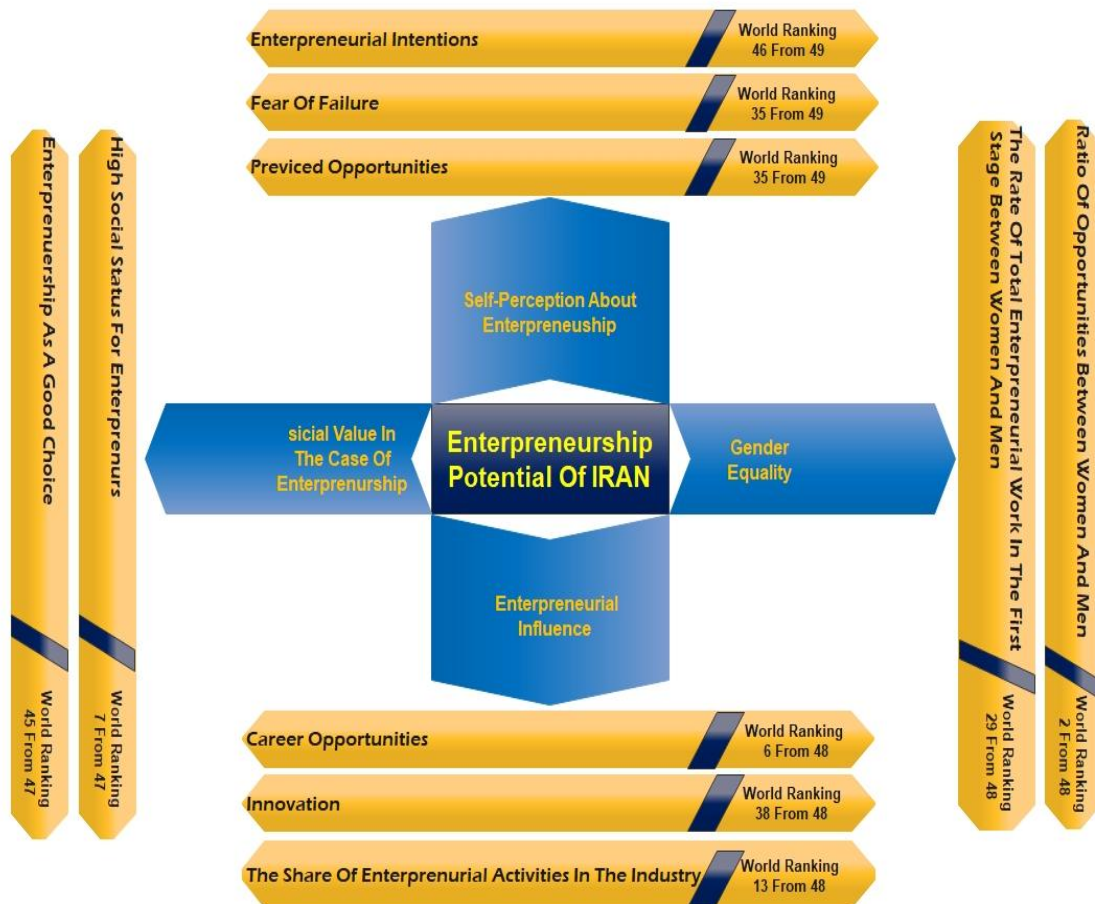
Examples of entrepreneurship are, for example, start-ups and all cultural-artistic businesses of individual or group origin.

Although the rate of startup activities has decreased from 13% in 2017 to 10% in 2018, the Iranian entrepreneurial community is still strong. Recently, the rate of entrepreneurial goals among young people, especially those with university education, has increased due to the Iranian government's emphasis on promoting an entrepreneurial culture in higher education. One of the main strategies of the knowledge-based entrepreneurship development program in Iran is the development of innovation centers in universities.

According to the latest reports from the Asian Productivity Organization (APO), three countries, China, Pakistan and India, had the highest productivity growth rates in 2016-1970, with positive numbers of 2.9, 1.9 and 1.9. Meanwhile, Iran's economy is the only country among the 25 countries surveyed, along with Nepal, Myanmar and Brunei, that have had a negative growth rate in productivity during this 46-year period. (Online Economy, 2020)

Every year, GEM Global Entrepreneurship Watch provides statistics on the state of entrepreneurship in many countries around the world. The latest report from the Global Entrepreneurship Watch Center describes the state of entrepreneurship in Iran:

Population (2018): 81.4 million people; GDP growth (2017, annual change percentage): 3.7%; World Bank Ease of Doing Business Index (2018): 56.98 out of 100; Global ranking: 128 out of 190; World Bank Score in Business Start-Up Index (2018): 67.79 out of 100; Global ranking: 173 out of 190; Global Competitiveness Rank according to the World Economic Forum (2018): 89 out of 140; Average income group according to the World Economic Forum (2018): higher than normal. Moderresi, Zohre Alem .2014; 2018-2019, Global Report).



Entrepreneurship potential of Iran

Schema3

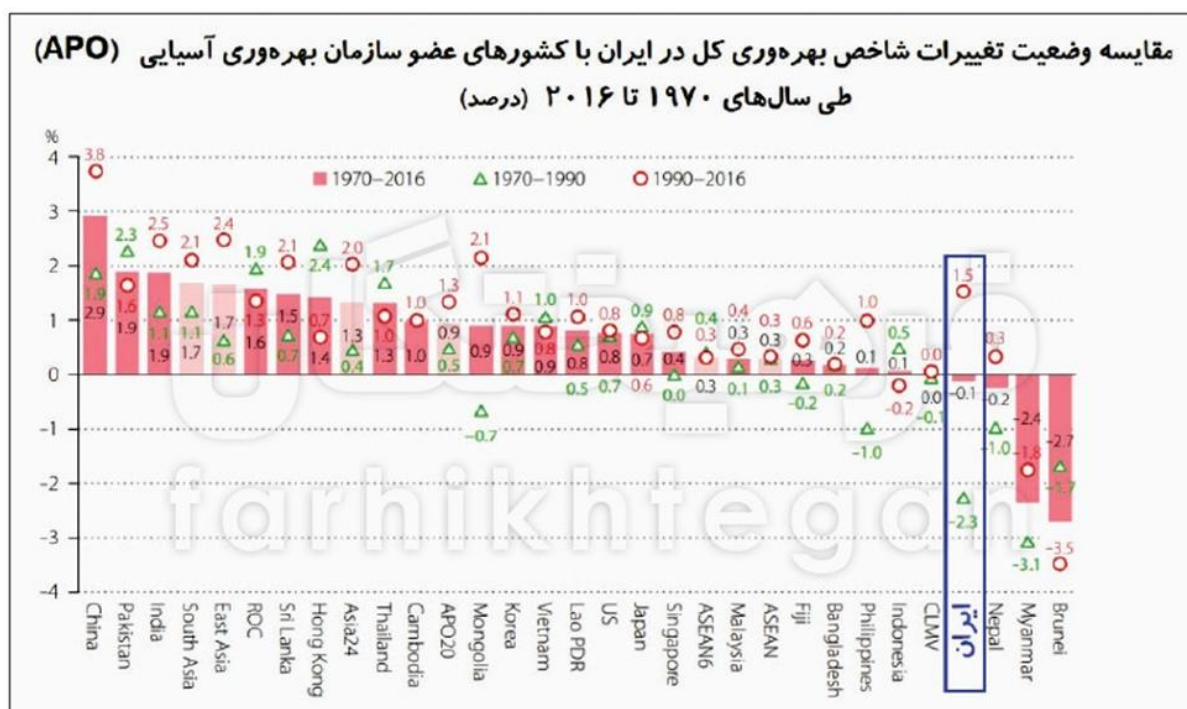
Comparison of the changes in the total productivity index in Iran with the member countries of the Asian Productivity Organization during 1970 to 2016

II. CONCLUSION

From the topics of this article, it can be concluded: First; National capital in Iran is significant compared to the size of the population and if used properly, the economic and social situation can be much better than the current situation. Secondly; Not all potential and actual capacities of the national capital are used, neither in the field of natural resources nor in the field of third-party human resources; The importance of production as the key to solving the problems of other economic indicators, as well as the social, political, legal, cultural and international contexts of production and the leap in production and the removal of barriers are not given enough attention. The productivity management system is in its infancy and the weakness of the productivity organization in Iran can be proven after almost 30 years (2014). On average, APO Asian countries have experienced a 30% share of economic growth in terms of productivity between 2010 and 2017, while of the 2.2% economic growth in Iran, the major share (about 75%) is the result of non-IT investment. have been. The rest is the result of increased labor and quality, and the share of IT investment and total factor productivity has been almost zero.

On the other hand, labor productivity growth in this period is less than all Asian countries. Among these, the deepening of non-IT capital, which is related to the use of advanced machinery by the labor force, and the

improvement of labor quality are the most important factors in this growth and deepening of IT capital, ie labor use of IT There has been no growth in labor productivity.



Schema 4

RESOURCES:

- [1]. Abbasi Semnani, Alireza.2013. Iran's Geopolitical Position in Regional and World Power Relations, Scientific-Research Quarterly, Sepehr Geographical Information, Volume 22, 1-16.
- [2]. Abunuri, Ismail; Farahati, Mahboubeh. 1394. The structure of income generation and distribution in Iran Economic Modeling, Information, Volume 9, Number 4 (32).
- [3]. Akbarian, Reza; Gaedi, Ali.2011 . Investing in Economic Infrastructures and Investigating Its Impact on Economic Growth, Volume 1, Number3,University Jihad Scientific Information Center Database.
- [4]. Allameh Tabatabai University, Iran.
- [5]. Amirtimouri, Somayye; Sadegh, Khalilian. 2010. Productivity growth of all factors of production in important sectors of the Iranian economy during the first, second and third development programs, Agricultural Economics and Development, Volume 18, Number 71.
- [6]. An analysis of the issue of "national production" based on the economic guidelines of the Declaration of the Second Step of the Revolution. What structural problems have hindered the "prosperity of national production"? Available at: <https://farsi.khamenei.ir/others-note?id=44090>
- [7]. Arghavani Pir Salami,Fariborz ; Ismaili, Muhaddatha.2017. Challenges and obstacles of economic diplomacy of the Islamic Republic of Iran in the Middle East. Quarterly Journal of Parliament and Strategy, Year 26, Issue Ninety-seven.
- [8]. Arshadi, Vahid.2020. What is the efficiency of Iran's productive economy? Available at: <https://snn.ir/fa/news/837843>
- [9]. Bahrami ,Mahneh, Fahimeh; Soltani, Sahar; Ali Shahi, Mojgan. 2007. Study of investment status in Iran's agricultural sector and ways to increase it, productivity - labor - negative - 11% - productivity vacancy - online economy.
- [10]. Bahraman, Mohammad reza,TEHRAN, Aug. 06 (MNA) – The head of Iran Mine House says that Iran is among the countries that possess most mineral reserves.
- [11]. Basirnia, Gholamreza.2020. Cultural-regulation-mutation-production, available at: <https://www.irna.ir/news>
- [12]. Bazregar, Nahid.2019. Investigating the role of consumer rights protection in the tendency to national production) a case study of home appliances in Mashhad, Ferdowsi University of Mashhad, Siolika.
- [13]. Dargahi, Hassan; Honesty, Eldar .2013. Journal of Economics and Modeling Volume 4, Issue 13 - Consecutive Issue 13.

- [14]. Energy Capital of Iran.2015. The \$ 4 billion capacity of the Iranian oil industry for foreign investment is available at: <http://www.pseez.ir/fa/newsagency/>
- [15]. Farhadi, Mohammad. 2016. 11 million people in Iran have a university degree. Available at:
- [16]. <https://www.isna.ir/news/95071308091/11>
- [17]. Farzizadeh, Zahra; Motusali, Mahmoud; Talib, Mehdi .2013. In rural rural women, Quarterly Journal of Rural-Urban Development (Rural Development, Volume 5, Number 1.
- [18]. Hatef Esfahani, Farhanaz.2018. The Balance of Iran's Economic Needs, a Study of the Succession System, Succession: A Strategy for Human Resource Management. Available at: <http://www.taadolnewspaper.ir>
- [19]. Human resource development.2019. Allameh Tabatabai University, Conference on Human Resources Development and Excellence, available at: http://shrm.atu.ac.ir/page_1310.htm
- [20]. Iran Investment News Base,2 September, 2020, Gholampour, Anita; Lului, Keyvan. 2016. Importance, necessity and requirements of work psychology in workplace management, Islamic.IRINA, Iran Sleeping Capital Mines, available at: <https://www.ettelaat.com/mobile/?p=116519&device=phone>
- [21]. Gholampour, Anita; Loloui, Keyvan. 2016. Importance, necessity and requirements of work psychology in workplace management, Islamic Azad University, Central Tehran Branch, Tehran, Iran.
- [22]. Global Entrepreneurship Monitor, 2018/2019 Global Report.
- [23]. Khani, Alireza. 2016. National Capital, Information Newspaper, available at: <https://www.irna.ir/news/8238585>.
- [24]. Khodayari, naser.2021.March 23. Production cycle, support and disengagement, available March20: <http://www.instagram.com/p/CMpmT4pMeJc/>
- [25]. Komijani, Akbar; Elmi, Zahra (Mila). 2005. The Effect of Human Capital on Income, Agricultural Economics and Development, Information, Volume 13, Special Issue.Kamran, Hassan et al.2019. Geography and National Power of Iran, Volume 13, Number 16.
- [26]. Khamenei, Seyyed Ali.2019. Plan on the occasion of the beginning of2019; Production boom, available at: <https://www.leader.ir/fa/content/22839/www.leader.ir>
- [27]. Khodayari Shouti, Nasser. 2021. Preparation of production resources (land), available on <http://www.instagram.com/p/CMpmT4pMeJc/>
- [28]. Lajevardi, Seyed Jalil; Malajan, Ali; Keshavarz, Sahar.2015. Systematic modeling of strategic human resource management, Strategic Management Studies, No. 24.
- [29]. Maleki, Elnaz, 2017, National Capital Preservation, available at: <https://www.irna.ir/news/>
- [30]. Manuscript approved for publication January 31, 2020.
- [31]. Mehrpour, Meysam.2019. Capacities for the realization of the slogan of the year, Vatan-e-Amrooz newspaper, refer to: <http://ensani.ir/file/download/article/20121215092022-9495-76.pdf>
- [32]. Mekhzoon, Ali Akbar.2020. General Manager of Labor Office and Census Bureau of Statistics Center, Iran Newspaper, No. 7353. Population changes and fertility rates in the country in recent decades and ahead.
- [33]. Mesbahi Moghadam, Gholamreza.2021. Creating a positive role of the capital market in the realization of the slogan of the year.2021. Available at: Iran Capital Market News Base, Iran Capital Market News Base.
- [34]. Minaei, Mehdi. 2005. A Study of the Geo-Economic Status of the Islamic Republic of Iran and Its Role in Providing and Promoting National Security, Geographical Quarterly of the Land. Volume 2, Number 2.
- [35]. Mining in Iran – CountryMine". InfoMine. Archived from the original on 2 November 2011. Retrieved 18 October 2011.
- [36]. Mohammadi, Seyed ,et al.2011. Assessing the Role of Human Capital and the Quality of Institutions on the Resource Disaster Phenomenon Using the Generalized Torque Method, Iranian Energy Economics Research Quarterly.
- [37]. ModerresiAlem, Zohre. 2014. Indicators of Global Entrepreneurship Watch and its evaluation in Iran during the years (1391-1387)
- [38]. Motamad, Mohammad Reza. 1399. Establishment of the largest venture capital funds in the capital market, Iran Capital Market News Agency.
- [39]. Nabiyuni, Ibrahim.2011. Calculation of productivity of production factors (labor, land and capital in the agricultural sector of Markazi province, Monthly Labor and Society Monthly, 141 consecutive.
- [40]. Nakhjavani, Ahad.2005. The trend of poverty and its causes in Iran / Poverty in Iranian households with a look at the results of the household income expenditure plan in Iran, Social Welfare, No . 17.
- [41]. National Conference on Economics.2019. Development and Entrepreneurship Management with the approach of supporting Iranian goods, Article code: .EDME01_ 057Natural and geographical conditions of Iran, available at: <http://loxfile.ir/https://www.irna.ir/news>, 2018. Mines of Iran, dormant capital.

- [42]. Online Economy.2011. Sector-Macroeconomics-3/450996-Productivity-Negative-Labor-Productivity-Percentage-Vacancy-Productivity-In-Iran-Economy-Policy-Making.
- [43]. Pahlavani, Fatemeh.2020. Investigating the productivity gap in Iran, available at: <https://www.irna.ir/news/83796095>
- [44]. Shahraranews.ir/fa/news/29155/
- [45]. Saljuqi, Saeed; Shojaei, Aydin. 2016. Prioritization of manufactured products based on the amount of effect on the profits of the company's industries ... Studies and Engineering of Production Industries, Volume 2, Number One.
- [46]. Shamaei, zadeh,Mollajan,Ali Amir Hossein.2021. The-important-role-of-the-capital-market-in-the-realization-of-the-slogan-of-production-of-support-obstacles, available at:
- [47]. <https://www.tasnimnews.com/fa/news/>
- [48]. Shah Veisi, Sasan.2021. Improper import of goods hinders the growth and production and supports producers. Available at: <https://www.tahlilbazaar.com/news/80348>
- [49]. Sharifi, Mahmoud. 2008. Business from the Perspective of Islam, Article on Labor and Production from the Perspective of Islam, Farhang Kowsar, No. 73.
- [50]. Significant growth in the number of universities in the country in the 2018 World Times ranking / 18 universities from Iran were among the top universities in the 2018 Times. Available at: <https://isc.ac/fa/news/913/> Sida Evaluation 2015:2
- [51]. Stern, Nicholas; Deteire, Jean-Jacques & Rogers, F. Hasley.2005. Growth and empowerment making development happen.The Mit Press.
- [52]. Suri, Hamid; Ranjbaran, Mehdi;Etemadi,kurush;khodadust. Mahmud. 1393(2014) . Relationship between socio-economic status and health status and application of principal components analysis method, Journal of Jiroft University of Medical Sciences, Year 1.
- [53]. Talib, Mehdi; Motusali, Mahmoud; Farzizadeh, Zahra. 1392. Sociological study of social and economic empowerment, indigenous perception of it, factors affecting its growth and barriers.
- [54]. Turkan, Akbar. 1400. Sector-Macroeconomics-3/515635-Important-role-of-stock-in-realization-of-slogan-year. Online Economy. Available at: <https://www.eghtesadonline.com/%D8%A8>
- [55]. Trade News.2020. Iran's economic growth was positive in the summer of '99. Available at: <https://tejaratnews.com>
- [56]. UNITED NATIONS PUBLICATION, UNCTAD/DTL/STICT/2016/3.
- [57]. UNITED NATIONS CONFERENCE ON TRADE AND DEVELOPMENT, New York and Geneva, 2008.
- [58]. UNITED NATIONS DEVELOPMENT PROGRAMME, Human Development Reports, Iran (Islamic Republic of), 2020.
- [59]. World Economy .1390. Land productivity in the housing market, newspaper number: 2354.
- [60]. Zahedi, Shams Sadat; Najjari, Reza. 1387. Human Resources Productivity and Knowledge Management, Journal: Peyk Noor - Humanities, Volume 6, Number 1 (Management 2).
- [61]. Zeinali, Mehdi.1399. All details of land use and property change, available at: <https://vakiltop.com/blog/property-change/>