Naghmeh Ebadi

▪ Date of birth: 1988

Contact Information

Tel: 0912 808 30 86
E-mail: N.Ebadi@ut.ac.ir
Address: 200Dastgah St, 2th St, Ayatallah Kashani St, 2th Sadeghieh Square, Tehran, Iran

Education

PhD	2013 up to now	Public Administration- Human Resource Management (Average:18.36)

MS	2010-2013	Public Administration- Human Resource Management (Average:18.43)

BS	2006-2010	Public Administration (Average: 18.26)

Work Experience

- **Nilper Holding**   Human Resource Development
                               2013 -up to now
  * Implementing job analysis and preparing job description
  * Designing competency model and evaluating individuals based on them
  * Designing and implementing HR processes including: Recruitment, Training, Compensation, Onboarding, Performance Management, …. based on the competency profiles
  * Competence to source candidates, screening resumes, and implementing competency-based interviews
  * Professional knowledge of need assessment models, teaching methods and measuring effectiveness
  * Familiar with job evaluation models and compensation
  * Designing and implementing onboarding plan
  * Familiar with performance management system (designing performance appraisal indicators, preparing performance agreement, implementing 360-degree appraisal, providing feedback)
  * Full understanding of models for measuring employee attitudes (job satisfaction, organizational climate, organizational culture, ….), implementing surveys and providing analytical reports
  * Familiar with HR process models (APQC, PST, 34000,..)
  * Designing HR indicators for monitoring HR processes
  * Excellent command of preparing HR procedures and work instructions documents
- **Ghalamchi**
  Education consultant-2007:2009
  Projects:
- **Radman**
  Project Manager: Designing analytical report for organizational culture based on OCI model -2015
- **EN Bank & MAPNA**
  Team Member: Identifying mechanism for implementing organizational value -2013
- **Faculty of Managment, University of Tehran**
  Team Member: Studying the situation of social security in new cities (Parand, Pardis,…) -2013

Thesis & Researches

- **PhD Thesis**: Designing an Integrated Framework for Strategic & Functional HR Alignment
- **MS Thesis**: Identifying Factors Influencing Political Capital
- **Articles:**
    - Ebadi, N. (2016). The maturity level of E-Governance in Iran ministry portals 8(3): 487-510.
    - Ebadi, N., & Pirannejad, A. (2014). E-Governance in municipalities: studying the Iranian municipalities' portals 6(2): 265-288.
    - Ebadi, N., Gholipour, A., & Pirannejad, A. (2014). Identifying factors influencing political capital. Quarterly Journal of Management & Development Process 27(2): 29-52.
    - Ebadi, N., Gholipour, A., (2013). Identifying factors influencing the formation of political networks. Iranian Journal of Management Science 30(8): 1-26.
    - Pirannejad, A., Ebadi, N. (2012). Internet & political capital: Examining the amount of political capital & the effect of Internet usage on it. Iranian Journal of Management Science 28(7): 1-26.
    - Ebadi, N. (2015-2016). E-Governance Worldwide, Survey Evaluator. The E-Governance Institute / National Center for Public Performance (NCPP).
- **Editor**
    - Journal of Public Administration
    - Iranian journal of Information Management

Educational Courses

- **Prezi**
    IranDoc-2020
- **Strategy Facilitator**
    University of Tehran-2019
- **Translating Skills**
    Amookhteh Language Center-2012:2014
- **MSP**
    Dr. Sabzehparvar-2014
- **Lisrel**
    University of Tehran-2013

Skills

- Spss, Lisrel, PLS
- MSP
- ICDL
- Prezi
- English Language