Iranian Journal of Educational Sociology

(Interdisciplinary Journal of Education)
Available online at: http://www.iase-idje.ir/
Volume 4, Number 2, June 2021

The Role of Political Actors in the Process of Brain Rotation in the Educational System and Model Presentation

Azim Ostadi[1], Kiomars Niazazari[2*], Negin Jabbari[3]

1. PhD Student, Department of Educational Management, Gorgan Branch, Islamic Azad University, Gorgan, Iran.
2. Professor, Department of Educational Management, Sari Branch, Islamic Azad University, Sari, Iran.
3. Assistant Professor, Department of Educational Management, Gorgan Branch, Islamic Azad University, Gorgan, Iran.

Article history:
Received date: 2020/11/24
Review date: 2020/12/20
Accepted date: 2020/12/26

Keywords:
Elite Migration Factors, Brain Rotation, Political Involvement in Elite Migration

Abstract

Purpose: The aim of this study was the role of political actors in the process of brain rotation in the educational system and model presentation.

Methodology: In terms of nature and purpose, the present study was in the field of applied research, which was the role of political actors in the process of brain rotation in the educational system and model presentation. In this research, a quantitative research method was used. The statistical population includes all experts who have researched in the field of education, politics and sociology during the years 2019-2020 in North Khorasan province, including 522 people. Sampling method was selected through stratified proportional sampling in terms of region and using trained questionnaires, data were collected in person and the sampling volume using Krejcie and Morgan (1977) table was 192 people were selected. Data collection methods in this study were divided into two categories: library and field. In this study, an expert questionnaire was used to collect research data. In order to estimate the validity of the questionnaire, after calculating the CVR, the number 0.62 was obtained, so it was found that all the questions of the questionnaire had the necessary validity.

Findings: In the model obtained in the present study, priority consists of 3 dime the components of this elite movement process. . These dimensions are: 1- Effects of pattern on elite migration 2- Factors of elite migration 3- Motivation of model providers to intervene in elite migration.

Conclusion: The fact that the departure of elites from the cycle of service to society is a universal issue, in other words, this issue is not specific to a country or a group of countries. Today, developed and developing countries are grappling with this issue, but studies have shown important developments in this regard, in other words, traditionally selected people and the emergence of developing countries to the country. Developed countries migrated, but today, we are witnessing a wave of migration from developed countries to developing countries.

Please cite this article as: Ostadi A, Niazazari Q, Jabbari N. (2021). The Role of Political Actors in the Process of Brain Rotation in the Educational System and Model Presentation. **Iranian Journal of Educational Sociology.** 4(2): 1-13.

* Corresponding author: k.niazazari@gmail.com

[DOR: 20.1001.1.26453460.2021.4.2.8.1]
[DOI: 10.52547/ijes.4.2.1]

1. Introduction

In the process of globalization and the emergence of a networked society, the issue of brain drain has given way to the discussion of brain rotation. Brain drain is not necessarily a threat to developing societies, but can also be an opportunity for them to contribute by understanding the concept of networking and sharing the flow of knowledge with the productivity of their elite human capital. Therefore, by applying the model of brain rotation, there is no need for elites to settle on national borders, but it is possible to provide institutional contexts where knowledge can be easily moved across borders through elites and increase their productivity in the global knowledge network, the national community will also benefit (Mohammadpour, 2013).

The security management of Shahid Bahonar University has stated that there are three attitudes about "brain drain", "brain drain" and "brain rotation" regarding the migration of elites. It is considered a pre-designed industrial power and brain drain should be considered a developmentalist attitude based on attracting the participation of elites and creating a balance between inputs and outputs to the scientific and executive system of the country. The report adds: "The balance between scientific input and output causes that if the elites migrate, they will not lose contact with the homeland and pay attention to the development needs of their country and pay more attention to the transfer of technical knowledge." With organized cooperation, the presence of Iranian elites living abroad can be used in domestic projects. Attracting more and more Iranian experts inside the country, in the international market, science, research and technology, cooperation and partnership with Iranian scientific elites and specialists living abroad, predicting and implementing policies and mechanisms to promote them and the status of science, scientific and academic centers And scientists in the country, easy access of experts to scientific resources and the World Wide Web is one of the improvements. While the role of manpower, especially skilled and specialized manpower in the development of any country is clear to everyone, but every day we see the expansion of migration and departure of this very important and effective factor from developing and underdeveloped countries to industrialized and developed countries are. The concentration of physical and material capital, as earlier economists emphasized, has in some cases shown that it alone cannot lead to progress and development. There are several examples that show that countries with very high incomes and insufficient financial resources have not been able to achieve development (Beine, Docquier, Rapoport, 2008).

The challenges facing the education system of human capital migration, especially of specialized and educated manpower, are the most severe blow that can be inflicted on the body of an economy; because it destroys the main pillars of its progress and authority. Immigration has two main factors, one related to the country of origin and the other to the country of destination. From the beginning of the Islamic Revolution, with the change of social, economic and scientific conditions of the country, some elites left the country and not only cut off their connection with the scientific community, but in many cases, there were restrictions on their travel. Positive Consequences of the Development of the Educational System With the development of higher education in Iran and the increase in majors and the recruitment of students at various levels of education, especially postgraduate studies in recent years, the issue of "brain drain" entered a new phase. In recent years, alarming statistics on brain drain have been published, so that according to statistics, in 2015, about 180 Iranian specialists emigrated from the country, and in 2018, the number of immigrant students from Iran was announced as 12,700 (Bagheri, Ghavam Sefat, Hasili, 2018: Tabesh, Javidaneh, Bavandpour, 2016).

Many factors can be expressed in this regard, but the most important factor in this group is income factors. For various reasons, in less developed and developing countries, the wages of the factors of production, including manpower (skilled and unskilled) are not commensurate with their efficiency and productivity and are usually much lower than the value of the work they do. The skills and expertise of specialists are often overlooked and are often used in jobs unrelated to their specialty (Feizi Zad, 2016). The labor market does not have sufficient capacity and scope to attract and cover skilled labor. Research and

[DOR: 20.1001.1.26453460.2021.4.2.8.1]
[DOI: 10.52547/ijes.4.2.1]

development, which is the most important part in which specialists in various fields, accumulate their knowledge in a practical way and use it to improve the current situation, does not have a proper place in these countries. Due to the inefficiency of the socio-economic system, the important principle of optimal allocation of resources for elites and thinkers is not done (Zohedi, Zare Mehrjerdi, 2018).

A poor society needs the expertise of elites and thinkers more than anything else, but society does not have the power and capacity to make the best use of these large assets. The long-term return on investment in the acquisition of skills, especially specialized skills that require long courses and training, also discourages people from investing in these matters. The small size of the industrial sector and its backwardness, since the sector attracts a large number of professionals and educated people, is one of the factors that intensify the migration of brains. Incompleteness or lack of unemployment and social security insurance also causes people to be insecure about their future and to emigrate. In the group of non-economic factors, various factors such as cultural, political and social factors are included. Weaknesses and shortcomings in the following cases will cause the scope of migration to be wider and the country will be deprived of the manpower needed for development. Social and political security, type and level of education, possibility of public participation in social life and the fate of society, citizenship rights, protection of intellectual interests and rights, definition and determination of legal personality of individuals, facilities and welfare facilities necessary for a healthy life Definition, clarity and transparency of rights and laws, existence of institutions and judicial bodies to pursue violations of the rights and laws of all individuals, equal and equal protection of the law by all members of society, existence of an independent and impartial judiciary, respect for individuals' privacy, benefit Support for society and the state (in its broadest sense, which includes the three powers), freedom of thought and expression, freedom of thought and expression, and free access to information, etc. (Yang, 2008; Wahba, 2015; Desai Mihir, et al., 2009).

Challenges facing the education system other brainstorming is always detrimental because the elites do not have a scientific, research, teaching relationship with the country of origin after emigration, and the main benefit in the meantime is the destination country. These losses can be classified into several categories: 1- Losses related to education costs: If the society cannot keep the graduates and specialists, the costs of education and training of immigrants abroad, in addition to the opportunity costs due to the deprivation of some people to enter educational and university centers will be imposed on society Will be. The education system will suffer from another dimension; the current graduates are the future teachers and instructors, and their departure will reduce the rate of investment in manpower and empty the elite body of society. On the other hand, the desire of other people for education, especially higher education, decreases, because they see the position of graduates and elites in a vague way. 2- Welfare losses: The departure of specialists from the country will benefit the results of their activities and researches to the destination countries and governments and will deprive the country of origin of innovations and creative activities, as a result of which the dependence of first migrant countries on migrant countries will increase. 3- Losses due to slowing economic growth: The departure of elites has reduced the rate of capital formation in the future; therefore, in the near future, the country will not have the necessary manpower to organize and plan; therefore, incomes will be unbalanced and the burden of sponsorship will increase. The combination of these factors will reduce economic growth (Docquier et al., 2016; Salmani, Shariat, 2018).

However, it should be noted that with the development of information and communication technology and the pervasiveness of the Internet, as well as the importance of the use of elite science and knowledge by countries, the phenomenon of brain drain has become a "brain rotation". Brain rotation occurs externally and internally: In external or external rotation inward, it is said that if we are not able to keep the elite inside the country forever, but at least we can use his scientific achievements intermittently and periodically. In this way, facilities and facilities are provided to the foreign elites so that they can travel inside the country freely and without worries and transfer their scientific achievements; At the same time, the elite can return abroad whenever they like, and the subconscious of these numerous travels of the elites

[DOR: 20.1001.1.26453460.2021.4.2.8.1]
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makes the country not deprived of the power and knowledge of the elites living abroad. In the internal or internal method, by cultivating an elite in a university or province, the achievements of this elite are given to the province or university, where they provide him with good facilities and resources (Dickerson, Caglar, 2017; Docquier, Machado, 2015, Matloob, Florin, 2010).

The most basic process and process of brain rotation inside is influenced by policy-making and political actors who influence policies. Concentration of attractive fields in central universities, reduction of credit budgets to educational-research and scientific centers in provincial centers, lack of establishment of elite recruitment centers in industrial fields. Research and education in the provinces, especially in deprived areas, the application of some gender discrimination in the admission of courses for special centers and depriving talented students of the provinces from access to these courses, monetizing the higher education system and secondary, middle and elementary schools and preventing the growth of students Talented students are all just a corner of the role of policy-making and political actors in the field of educational policy-making. Accordingly, according to statistics, most elites in Iran are attracted to educational-research centers in Tehran or provincial centers such as Isfahan, Mashhad and Tabriz. According to the statistics of the year 1994-95, among 4 million 348 thousand 383 students in the whole country, Tehran province with 872 thousand 964 students has the highest number of students and Ilam province with 39 thousand 701 people has the lowest number of students. Many political actors in Iran try to make decisions based more on the interests of the capital. This causes severe economic, scientific and technological deprivation in many provinces (Feizi Zad, 2016; Shoghi Lord, et al., 2018).

Geenen, Cuvelier (2019) conducted a study entitled "Extraversion and Relocation of Local Elites and Political Actors: Continuity and Change in Congo Education Networks". The results showed that a historical and spatial approach is necessary to study local elites and political actors in educational networks. Salmani, Shariat (2018) conducted a study entitled "Impact of facilities and support of the National Elite Foundation on the desire of students and graduates of top talent and elite to migrate" and the results of data analysis in the form of the main relationship model showed that facilities and support The activities of the Elite Foundation at the level of students and graduates are effective in reducing the tendency of the elite community to emigrate, and this is a negative and significant effect. Shoghi Lord, et al. (2018) conducted a study entitled "The role of organizations in reducing elite migration." These researchers believe that the elites and specialists of any country should rightly be considered the national wealth of that land. The phenomenon of migration of elites and professionals abroad, due to its impact on the development process as well as the destruction of national credibility and change of future generations can be considered and studied. Historical experience shows that the rise and fall or fall and collapse of any country is directly related to the role of the political elites of that society and their thoughts and ideas in the implementation of political and social programs and how to fulfill the wishes of the people are decisive and crucial. Second, increasing the capacity of the political system in developing societies in terms of breadth, diversity, and speed requires the involvement of political elites.

2. Methodology

In terms of nature and purpose, the above research is in the field of applied research, which is the role of political actors in the process of brain rotation in the educational system and model presentation. In this research, quantitative research method was used. The statistical population includes all specialists who have researched in the field of education, politics and sociology during 2019 and 2020 in North Khorasan province, including 522 people. Sampling method was selected through stratified proportional sampling in terms of region and using trained questionnaires, data were collected in person and the sampling volume using Krejcie and Morgan (1977) table was 192 people were selected.

Data collection methods in this research are divided into two categories: library and field. Regarding the collection of information related to the literature and research background, library methods have been

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used and to collect information to confirm or reject the research hypotheses, the field method has been used. In this study, a self-made questionnaire was used to collect research data. In order to estimate the validity of the questionnaire, content validity will be used in this research. For this purpose, content validity by CVR method and confirmatory factor analysis were used. To determine the CVR of the questionnaire, the designed questionnaire was provided to 15 experts in this field and according to the table, the acceptable CVR value was considered 0.49. After calculating the CVR, the number 0.62 was obtained, so it was found that all questions in the questionnaire were valid. Structural Validity Index (CVI): Waltz and Basel (1981) method is used to examine the content validity index; Experts determine the relevance of each item based on a Likert scale of 4 options: "1-unrelated", "2-partially related", "3-related" and "4-completely related". Then, according to the following formula, the content validity index is calculated:

$$\boldsymbol{CVI} = \frac{\textbf{Number of specialists who gave the item a score of 3 or 4}}{\textbf{Total number of specialists}}$$

The minimum acceptable value for the CVI index is 0.79, and if the CVI index is less than 0.79 items, that item should be removed. To determine the CVI of the questionnaire, the designed questionnaire was given to 10 experts in this field and after calculating the CVI, it was found that all items of the questionnaire obtained an acceptable value of 0.79. MAXQDA software was used for content analysis. Data were analyzed using descriptive statistics (frequency, percentage, mean, variance of a sample) and inferential statistics (statistical analysis, exploratory and confirmation of the second stage, T-test).

3. Findings

Descriptive statistics indicators have been used to examine the demographic characteristics of the respondents. Frequency of respondents based on gender, age, level of education. Respondents based on gender 155 out of 192, ie 81% of respondents are male and 37 are female (19%). Depending on the age, 56 respondents are 25 to 35 years old. 75 respondents are 36 to 45 years old and make up 39.5% of the sample size. 51 are 45 to 55 years old and 10 are over 56 years old. According to the level of education and degree, 147 people have a bachelor's degree and 41 people have a master's degree. Also, 4 people had a doctorate degree.

In this study, the Kolmogorov-Smirnov test was used to test the normality of the data. This test is non-parametric and is used to evaluate the correlation of ranking variables in two samples (independent or non-independent) or the correlation of the distribution of a sample with the distribution assumed for society. Smirnov is an example used in cases where the variables are ranked and the distribution of the ranking variable in the community can be determined. This test is performed by comparing the distribution of relative frequencies observed in the sample with the distribution of relative frequencies of the population. This test is non-parametric and has no distribution, but the variable distribution in the community must be considered relative to each of the rankings in the ranking scale in the community, which is called the expected ratio.

Table1. Test the normality of the data

Variables	Statistics of Kolmogorov Smirnov	Significance level	Test result
Involvement motives	0/847	0/183	normal
Identify the causes of interference	0/968	0/345	normal
Effects of cast involvement	0/857	0/245	normal

Based on the results of Kolmogorov-Smirnov test, in all cases, a significant value greater than the error level (0.05) was obtained, therefore, there is no reason to reject the null hypothesis and the data distribution is normal. Due to the normality of the research variables, Pearson correlation test was used. Pearson correlation coefficient, also known as torque correlation coefficient or zero-order correlation coefficient was introduced by Sir Carl Pearson. This coefficient is used to determine the relationship, type

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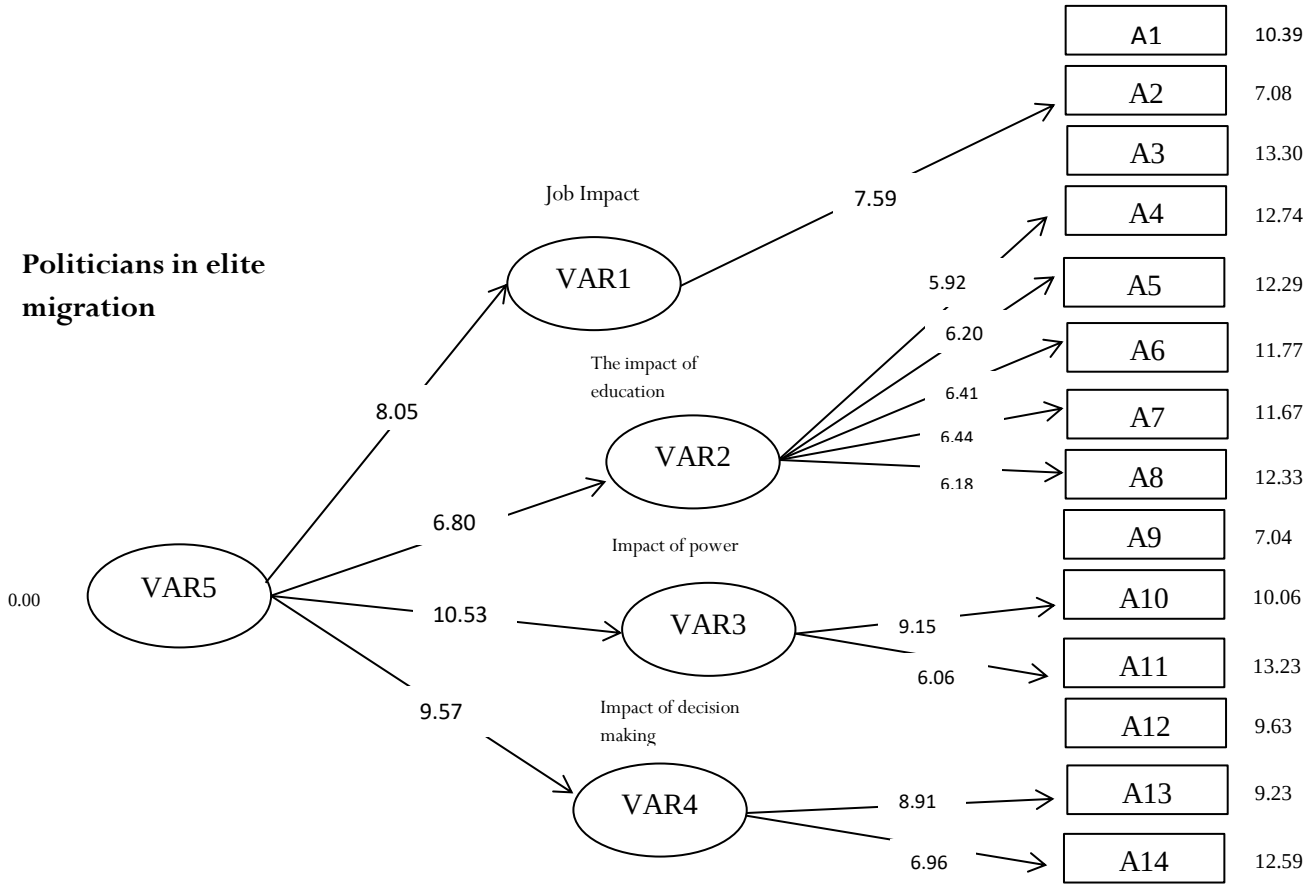
and direction of the relationship between two distance or relative variables or a distance variable and a relative variable.

Table2. Pearson correlation of research variables

	Involvement motives	Identify the causes of the conflict	Effects of cast involvement
Involvement motives		0/420 (0/000)	0/398 (0/000)
Identify the causes of the conflict			0/454 (0/000)
Effects of cast involvement			

Based on the calculated correlation values, all variables have a positive correlation. In this study, a questionnaire was used to measure the research variables. Therefore, to test the research hypotheses based on this scale, the accuracy of the scale used must first be confirmed. Therefore, confirmatory factor analysis has been used to measure the relationships of hidden variables with their measurement items. Confirmatory factor analysis examines the relationship between items (questionnaire questions) and structures. In fact, research hypotheses based on questionnaire data cannot be used until the questionnaire questions have proven that the hidden variables are well measured. Therefore, confirmatory factor analysis is used to prove that the data were measured correctly. The strength of the relationship between the factor (hidden variable) and the observable variable is indicated by the factor load. The factor load is a value between zero and one.



Chi-square= 160.32, Df=73, P-value=0.00000, RMSEA=0.019

Figure1. Variable t-statistics of the effects of politicians on elite migration

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All factor loads are higher than 0.3. To express the acceptability of the model, Bentler-Bount normalized fit indices, relative fit, incremental fit; adaptive indices and Full Square have been used. The results obtained from the model are shown in Table 3 given.

Table3. Indicators of the effects of politicians on elite migration

Model	X2/df	RMSEA	NFI	CFI	GFI	IFI	RFI	SRMR	AGFI	PCLOSE
Acceptable rate	3-1	<0/1	>0/9	>0/9	>0/9	>0/9	>0/9	>0/09	>0/8	>0/05
Calculated	2/196	0/019	0/94	0/97	0/94	0/97	0/91	0/12	0/86	0/089

RMSEA Ratio Error: This index is based on the analysis of the residual matrix and, unlike many fitting indices, can also be calculated for different confidence intervals. This index is based on a decentralized parameter. If the value of this index is equal to zero, it indicates that Chi-square is smaller than the degree of freedom and its allowable value is 0.1. The value of RMSEA obtained is 0.021, which is less than 0.1 according to the standard value.

The value of NFI or normalized Bentler-Bount fitting index is 0.94, which according to the standard value of 0.9, which is the optimal limit of this index; the model has a good fit according to this index. The value of RFI or relative fit index obtained is 0.91, which also indicates the appropriate fit of the model. The value of IFI or incremental fit index obtained is 0.97, which also indicates the appropriate fit of the model. The CFI value or adaptive fit index obtained is 0.97, which also indicates the appropriate fit of the model.

Normal Chi-Score (X2 / df): This index is obtained by dividing Chi-square by the degree of freedom. The ratio of chi-square to the degree of freedom is equal to 2.149 and is desirable. In general, according to all indicators, it can be said that the model has a good fit. Factor loads indicate the effect of the observed variable in explaining and measuring the hidden variables related to themselves. Significant level is considered to confirm the factor load.

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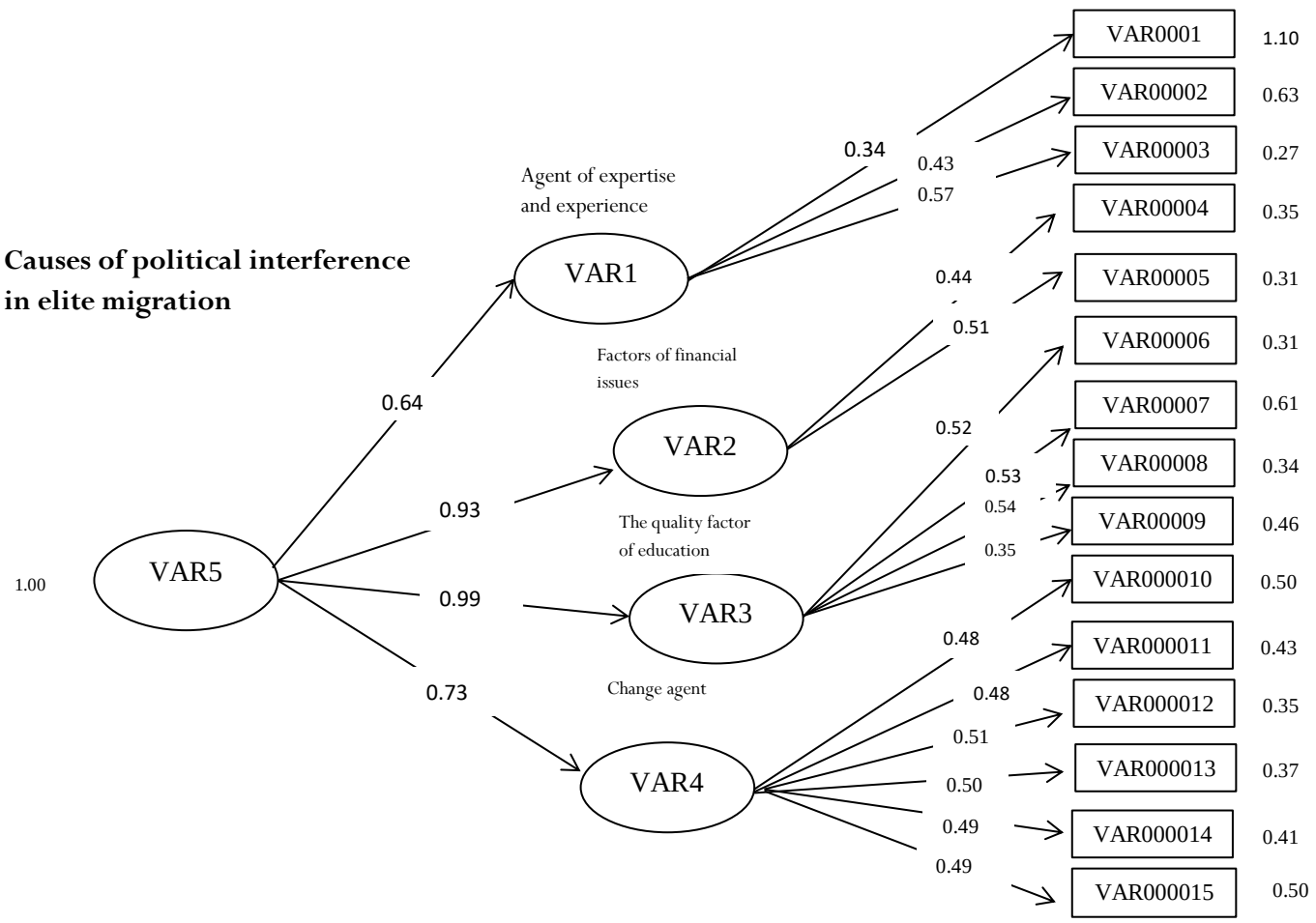

Chi-square= 576.80, Df=86, P-value=0.00000, RMSEA=0.021

Figure2. Variable factor load Causes of intervention

All factor loads are higher than 0.3. To express the acceptability of the model, Bentler-Bount normalized fit indices, relative fit, incremental fit; adaptive indices and Full Square have been used. The results obtained from the model are shown in Table 4 given.

Table4. Variable fitting indices causes of involvement

Model	X2/df	RMSEA	NFI	CFI	GFI	IFI	RFI	SRMR	AGFI	CLOSE
Acceptable rate	3-1	<0/1	>0/9	>0/9	>0/9	>0/9	>0/9	>0/09	>0/8	>0/05
Calculated	2/08	0/021	0/93	0/90	0/91	0/92	0/94	0/14	0/84	0/076

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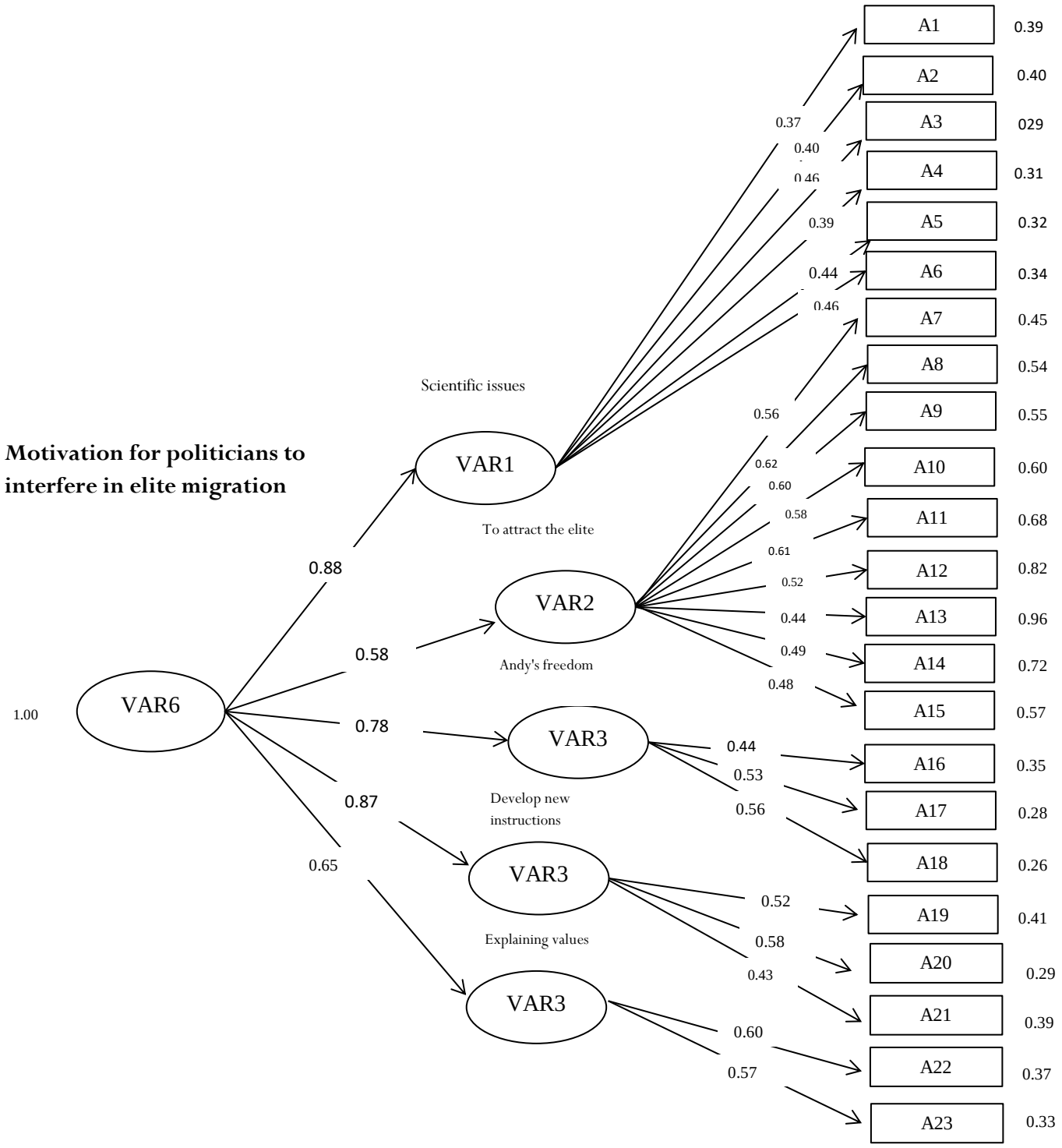

Chi-square= 528.02, Df=225, P-value=0.00000, RMSEA=0.097

Figure3. Variable factor burden of motivation for political intervention

All factor loads are higher than 0.3. To express the acceptability of the model, Bentler-Bount normalized fit indices, relative fit, incremental fit; adaptive indices and Full Square have been used. The results obtained from the model are shown in Table 5 given.

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Table5. Indicators of variable fit of motivation of politicians

Model	X2/df	RMSEA	NFI	CFI	GFI	IFI	RFI	SRMR	AGFI	CLOSE
Acceptable rate	3-1	<0/1	>0/9	>0/9	>0/9	>0/9	>0/9	>0/09	>0/8	>0/05
Calculated	2/143	0/097	0/94	0/97	0/94	0/97	0/91	0/12	0/86	0/089

4. Discussion

The purpose of this study is to present the role of political actors in the process of brain rotation in the educational system and to provide a model. Therefore, at first, the role of political actors in the process of brain rotation in the educational system were identified, and in the next stage, based on the designed model, the proposed model is examined, tested and fitted. In the process of brainstorming in the educational system: Interviews with experts, experts in the field of education and political and sociological fields, as well as reviewing previous studies on the involvement of political actors in the process of brainstorming in the educational system, several factors for each The variable showed that these factors paved the way for achieving appropriate solutions.

These factors are defined as code. 23 codes were identified which were divided into 5 categories based on axial coding. These factors include: scientific issues, to attract the elite, freedom of thought, development of new guidelines and explanation of values. Based on the Delphi technique screening results, all factors were accepted. According to the results of confirmatory factor analysis, all factors were statistically confirmed in terms of factor load and t-value.

The motivation of politicians to intervene in the migration of elites is: The strong motivation of politicians in the migration of elites to provide attractiveness in some parts of education to invite them by providing the necessary conditions such as preparing the ground for scientific growth and jobs of interest and talent of elites. Other cases of motivation of politicians that cause the movement of elites Optimal use of useful thoughts and ideas of these people in the centers and regions of the country that need these ideas, in addition to some officials and executives and even middle managers for advice and consultation Asking these people are the applicants. In order to achieve its goals, which are to achieve the interests of its members and partners, as well as the goals of the system itself, the Council has formulated and explained solutions in this regard. In such a way that the grounds for continuity and maintenance of these people, who are the driving brains of the educational process, are provided, as well as the grounds for their non-departure, which causes great damage to the structure of the organization, therefore incentives such as honoring Placing an elite position is considered a value at all levels of an organization and also entrusts the implementation of research projects to these individuals.

Another motivation of politicians in the emigration of elites was to establish a foundation that could promote elites through propaganda and scientific, intellectual and welfare attractions, as well as freedom of thought for the growth of science and cooperation in presenting international articles worldwide. Attract to this foundation the existence of institutions and judicial bodies to pursue the violation of the rights and laws of all individuals, equal and equal protection of the law for all members of society, the existence of an independent and impartial judiciary, and respect for the privacy of individuals, enjoy the support of society and government. Its broad meaning, which includes three powers), freedom of thought and thought, freedom of opinion and expression, and free access to information, etc. (Yang, 2008: Wahba, 2015; Desai Mihir et al., 2009).

Identifying the causes of human involvement in the process of brain rotation in the educational system: interviews with experts, experts in the field of education and political and sociological fields, as well as reviewing previous studies on the causes of political actors in the process of brain rotation in the educational system, factors Showed several variables for each variable, which paved the way for achieving appropriate solutions. These factors are defined as code. 15 codes were identified which were divided into 4 categories based on axial coding. These factors are: factor of expertise and experience, factor of financial issues, factor

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of quality of education and factor of change. Based on the Delphi technique screening results, all factors were accepted. According to the results of confirmatory factor analysis, all factors were statistically confirmed in terms of factor load and t-value. One of the reasons why politicians migrate elites in the field of education is due to their expertise, because they know that with new ideas and new theses, they can make the necessary changes in an educational environment. Today, due to the globalization of education and its rapid growth in various fields, we need educational leaders who are ready to produce thoughts and ideas at any moment, Requires new in various fields and especially educational. And this factor causes politicians to turn to the selection, assignment and change of positions of individuals, especially the elite. Because they know that these people, in whatever position they are in, cause the growth of that part, both in terms of quality and in terms of production, which strengthens the economic dimension of the system (Figueroa, 2008). The migration of human capital, especially skilled and educated manpower, is the most severe blow that can be inflicted on the body of an economy; because it destroys the main pillars of its progress and authority.

Identifying the effects of human resources in the process of brain rotation in the educational system: Interviews with experts, experts in the field of education and political and sociological fields, as well as reviewing previous studies on the effects of political actors in the process of brain rotation in the educational system, Identified several factors for each variable that paved the way for achieving appropriate solutions. These factors are defined as code. 15 codes were identified which were divided into 4 categories based on axial coding. These factors include the impact of jobs, the impact of education, the impact of power, and the impact of decision making. Based on the Delphi technique screening results, all factors were accepted. According to the results of confirmatory factor analysis, all factors were statistically confirmed in terms of factor load and t-value. The effects of politicians on the migration of elites, especially in determining their jobs, are not ineffective, but in their opinion, some of these jobs are defined for these people, and in addition, with the votes of these same young elites to complete information and scientific promotion abroad. They are sent to gain knowledge in the world's prestigious universities, and politicians, in order to convey their goals in the field of education, in some cases put the views of the elites in the lab of their opinions. In addition, they bring with them some elites to gain power or position in educational systems. The present study is in line with the research of Feizi Zad (2016), Zohedi, Zare Mehrjerdi (2018), Dickerson, Caglar (2017), Docquier F, Machado (2015), Matloob, Florin (2010), Hosseini, et al. (1397).

In total, the model obtained in the present study consists of 52 dimensions and 13 components, respectively. The results and findings of the present study can be discussed in a comparative way from two aspects: First, the departure of elites from the service cycle to the hairdressing community is universal, in other words, this issue is not specific to one country or group of countries. Today, developed and developing countries are grappling with this issue, but studies have shown important developments in this regard, in other words, traditionally selected people and the emergence of developing countries to the country. Developed countries migrated, but today, we are witnessing a wave of migration from developed countries to developing countries. Second, the obtained model shows more comprehensiveness in terms of dimensions, components and indicators than other models. This issue has been compared with some domestic and foreign researches which, while having the present research model of most of its components and indicators, has identified and counted a number of new components and indicators that are a strong point for the present research and the main achievement of the research. The comprehensiveness of the model and its indigenousness is the involvement of political actors in the process of brain rotation in the educational system based on the current characteristics of the country's educational system.

According to the results of the literature review and the findings of the analysis of interviews and questionnaires and research limitations, suggestions and suggestions should be made and presented in interviews with influential people in the community, whether politicians, academics or professors. This was confirmed today in the era of information explosion, which is increasing the speed and power of its

[DOR: 20.1001.1.26453460.2021.4.2.8.1]
[DOI: 10.52547/ijes.4.2.1]

dissemination every day and in order for our country not to stop this movement, and in addition, our educational community has something to say in the world community. Relying on elite and cultured manpower in scientific fields can maintain its position. Now, first of all, identify and then transfer these people to educational centers. Politicians can be fruitful in the migration process of elites. First, they can take urgent action with the cooperation and consensus of education officials to consult to attract prominent and elite people. Second: Given the influence they have in different groups and parties. They can play a role in attracting and employing these people in educational centers, and thirdly, they can be effective in strengthening knowledge-based companies in the financial and commercial fields. In this way, they are important intermediaries as connecting chains of the elites with the investors of the society. Fourth: Due to having influential people in organizations, companies and educational centers, they can take action to attract these people and employ them in important companies or educational centers. It is also suggested that brain drain could be managed through incentives, links and increased investment to reduce harm to key sectors in developing countries. The potential of elite immigrant communities can be harnessed by facilitating the creation of business and social networks.

Carrying out research activities, like other executive activities, requires a correct definition of the research topic and objectives, research method and its timing, definition of subjects, forecasting of human resources, and financial and physical facilities and facilities are required. The existence of limitations and shortcomings in each of these stages and requirements can create problems for the researcher and researcher, which can sometimes affect the results of the research; therefore, one of the tasks of the researcher is to anticipate the limitations and try to reduce the limitations and their results. Considering that the present research was designed and implemented based on the paradigm of pragmatism, combined research design, emerging strategy and survey its generalizability depends on the time and context of the research. But according to Kaplan, generalizations are universal, unlimited in time and space, and independent of context, and their value lies in their ability to achieve prediction. Therefore, the theoretical (statistical) generalization of the research findings is a matter of ambiguity and doubt. Of course, it is worth mentioning that in terms of inferential generalization, the requirements including validity, reliability and transferability have been observed in the research so that the field of inference of the results can be generalized.

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[DOI: 10.52547/ijes.4.2.1]