

Presenting a Model for Women Cultural Development through Structural Equations Modeling

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Women have always been of cultural relevance as one of the most important elements of the society. The central role of women in cultural development has caused significant increase in the attention to these areas in recent years. The main aim of this research has been to interpret the women's status in cultural development and improvement. For this purpose, first based on theoretical principles and the literature available in this regard, the initial conceptual model was prepared. Then, based on the opinions of the statistical population of the research, as experts specialized in culture, interpretation of the indices of this model has been done. The sampling method in this research has been cluster, with the sample size determined as 384 using Morgan table. In this research, for measuring the research indices, questionnaire has been used. The reliability of this questionnaire was confirmed through Cronbach alpha coefficient, and its validity via construct validity method. The results of this research led to identification of the major indicators and components affecting the women's status in cultural development and improvement.

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1. Introduction

The Iranian society is a transitioning society, and one of the characteristics of such societies is transformations in the intellectual foundations of the people. Family is one of the essential institutions in any society, and has been reflected upon by all scholars. No society can claim it is healthy unless it has healthy families. Any person in the family, as a member of society, while affecting the other family members, is also affected by others, and also influences the society and culture as well (Mahbubi et al. 2019). Women are a very important and influential member in the family. The credit and importance that women in a society receive in scientific, economic, social, and political arenas are considered as the most important elements of development in a country. Women are among the human capitals of countries, and are considered as the main agents in measuring the national power of countries. In particular, women can pass different stages of education and gain the necessary skills and expertise in different areas (Khosravi, 2018). Islamic Republic of Iran in recent years, in order not to fall behind the human development and in turn for gender development, has considered some arrangements, which have also been noted in the vision document. In this document, it has been mentioned that the long-term 25-year plan of development for Iran has developmental objectives through possessing advanced knowledge, relying on the superior share of human resources including women to achieve the first economic, scientific, and technological position across the southwestern Asia (including middle Asia as well as Caucasus), the Middle East, and the neighboring countries. One of the requirements of achieving this aim is participation of women in decision-making and creating change (the vision document, the Iran's Expediency Discernment Council, Spring 2004). Meanwhile, the central role of women as one of the important agents of the society has always been of interest to researchers and critics in religious, social, economic, legal, and cultural areas (Choudhari et al., 2019). One of the most important concerns in this regard has always been noted by the cultural sectors (Capinga et al., 2017). Indeed, women as an important element of the society can leave profound effects on the culture of countries in a deep way (Jacuite, 2017). Meanwhile, in different parts of the world, women receive a small portion of opportunities or socioeconomic advantages (Aikimi, 2018). According to the United Nations human development report in 1993, there is no country in the world in which the quality of life for women and men is equal. Note that the presentation of these issues regarding socioeconomic quality of life of women is occurring at the time when many intellectuals and scholars in various domains have propounded women as the most important and sometimes the top position in the cultural and educational areas of future generations. This contradiction has a very deep root in the patriarchal culture of many countries in the world (Adrinto et al., 2018). Meanwhile, in developed countries attempts are always made to activate the women's capacities in different areas especially cultural development while respecting women's status through establishing equity of resources in gender areas. In Iran also in recent years, great attempts have been made by women and different communities for their greater activation in cultural areas. It can be stated that these attempts can be defined at a promising level yet with a discordance from desirable conditions (Giva et al., 2019). Accordingly, this research attempts to interpret and investigate a model for determining the indices affecting cultural development and women's role in this area. Thus, this research deals with the following question: "what is the model for interpreting the women's status in cultural development and improvement?"

The significance of research

The New World is rapidly changing. These changes are sometimes so fast that different analysts fail to analyze and predict the future. Nevertheless, in the meantime there are some major indices that can be considered a universal principle in any society. One of these issues is cultural development. Undoubtedly, a society without cultural development cannot achieve its goals in the future in case these objectives are based on human development (Oon, 2017).

As such, different societies are attempting to investigate the cultural level of the society through various techniques in human resources areas. They also try to explore gaps until achieving a desired point, and ultimately consider strategies to mitigate these gaps. Meanwhile, the role of women in cultural development has always been important according to researchers and intellectuals.

Women are regarded as one of the most important social elements in different societies. Seldom can one expect or conceive development in a social atmosphere that does not care for women's activity as a humanizing element in the society (Aref and Khan, 2019).

Thus, it can be stated that the women's status in cultural development is very significant. Meanwhile, various indices have been propounded by researchers to interpret this status. These indices can vary depending on the demographic, cultural, infrastructural features, developmental level, and other characteristics in line with the conditions of any country or geographical region.

Again, in Iran in recent years different indices have been propounded for cultural development. Nevertheless, sparse studies can be found with a focus on the women's role in cultural development and presenting a comprehensive model in this regard. Thus, the research gap can be well observed in this area.

Nevertheless, for creating an advanced and leading society, all indices affecting cultural development should be identified with a view of human centrality, based on which the proper plans should be made for consolidating this role. This research has been implemented with a focus on this issue.

Research objectives

Based on the points raised in the previous sections, the aim of this research is to interpret a women status model in cultural development and improvement. For this purpose, the indices and elements affecting the cultural development of women as well as women's status in cultural development in line with Iran society constitute the most important goal in this research.

The principles and research background

Considering cultural development and the role of women, some studies have been conducted. A number of these investigations have dealt with the executive role of women (Saeidi et al., 2018). On the other hand, a group of studies have addressed these indices as an intervening variable. Meanwhile, the important point is that women as one of their most central roles can be included in cultural and economic development of different countries. In this regard, factors can be mentioned which can be effective in this relationship as causal factors. In this respect, some researchers have noted the personality traits and personal factors of women in cultural development. According to these scholars, women, considering personal characteristics and lifestyle as well as psychological factors, can be well effective on the culture of future generations of countries (Khosravi et al., 2019). Also, in recent years and with politician women occupying positions in macro policies of countries, this thought that women can also be active at senior levels of management was propounded as a central principle. Indeed, through activity in political arenas, women can play a key role in cultural development of countries (Fernandez et al., 2018).

Considering economic aspects, again in recent years presence of women in economic activities especially in new startups has caused the economic activity to also find significance for women (Falahati et al., 2020). Development of the thought of independent life in today's generations has caused women to deal with serious economic activities across the society. This eventually causes a plan of the future cultural development especially regarding occupational culture and economy to be dependent on women's entrepreneurship (Aref and Khan, 2019).

In this respect, again in technological areas, through getting involved in both hard and soft technologies in recent years women have been able to leave profound effects in this area (Gorji, 2016). Technological areas according to some researchers have been able to influence the cultural future of countries. Indeed, today we observe that many cultural issues of societies are affected by social networks and software, which emanate from these very novel technologies. In social areas, again it can be stated that women exert profound effects on social relations. Family as the most basic part of the society is always affected by these very social relations, in which women are active as a central member (Yarooz, 2019).

One of the areas in which women have been able to perform normal activities is related to legal issues. In recent years, with their effective activities regarding legal relations as well as citizenship rights in many countries, women have been able to create a way for free activities and far from gender discrimination. Ultimately, again women perform such activities in an environment where they can be effective through

changing its main elements and affect all social, economic, and cultural aspects of the society. Indeed, through playing roles in new environments created in the world, women can have a more active role in cultural areas (Gibson et al., 2017).

Some of the activities and roles of women in cultural development can be examined in contextual dimensions. For example, part of these activities includes the different skills that women show in various areas so that their activities can be effective in recording and managing practical knowledge that can be well transferred to future generations. Meanwhile, the self-confidence of women can allow them to play their central role in the best way in the development of countries especially development of culture (Akbar et al., 2019).

Meanwhile, some indices can be propounded to have a mediating role in cultural development of women. One of these central issues is governmental, social, and familial supports for women. Indeed, considering their mood and spirit, women require supports from different sectors of the society and politics so that they could play their roles in cultural development well. On the other hand, part of these activities can also be put forward as the management power of women. Indeed, women can be active in developmental areas well when they properly undertake time and resource management, and use these opportunities for improving conditions (Agra et al., 2018).

With regards to the role of women in cultural development, part of this role can be followed in strategic areas. Extensive research has dealt with these areas regarding planning, organization, control, and human resources. These studies have indicated that the roles women play in these important areas can eventually have profound effects on the cultural development of societies (Inam et al., 2020).

Through juxtaposing these points, one can seek special behavioral and functional expectations of women's cultural activities. Meanwhile, it is expected that through implementation of women's role in cultural development, proper management of cultural development can be established. This can in turn lead to improvement of women's status in the cultural development of the country. Ultimately, empowerment of women would be propounded as a central area in the consequences of roles played by women (Bernard, 2019). All of these issues related to the central index of cultural development can deal with interpreting the women's status in cultural development. In line with the above-mentioned points, the conceptual model of the research can be drawn as follows:

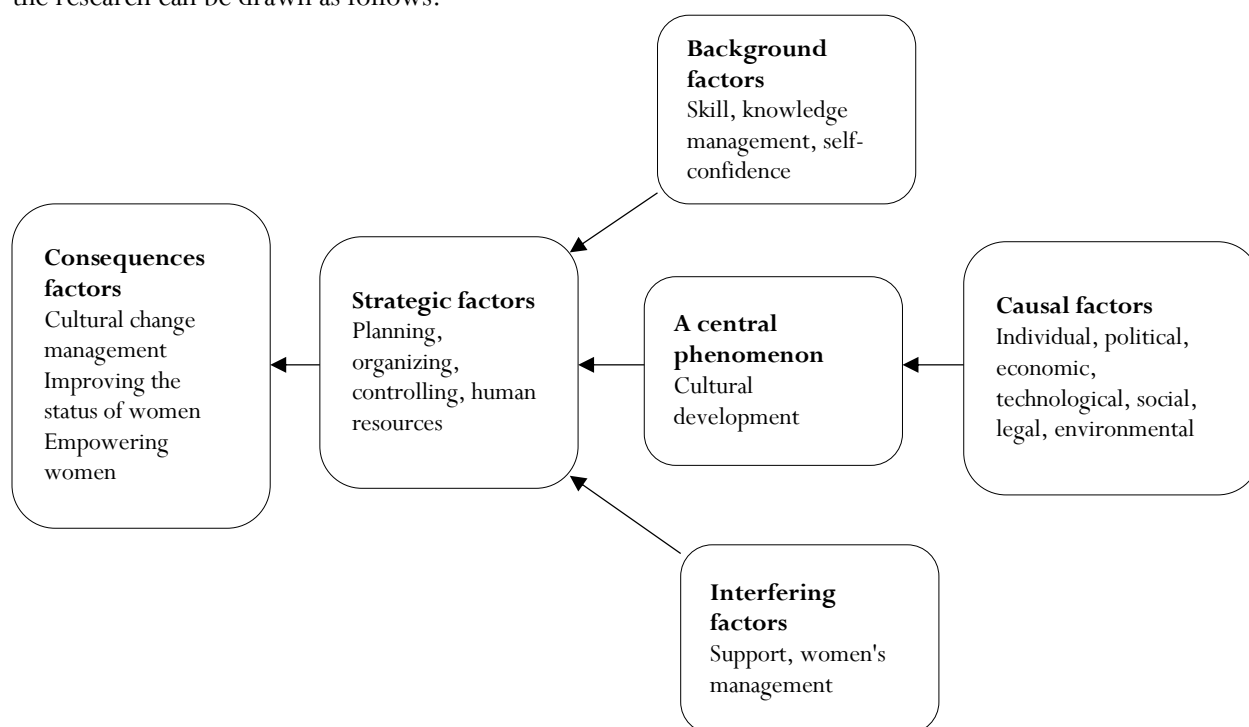


Fig. 1. Conceptual model of the research based on the research background

2. Methodology

According to the research subject, which seeks to present a model for identifying the effective cultural indices and elements according to experts in cultural areas, this research is quantitative. It is of survey, correlation, and applied type. In this research, for measuring the research indices, questionnaire instrument has been used. The mentioned questionnaire has been researcher made, whose Cronbach alpha coefficient has been calculated as 0.76, indicating reliability of the research instrument. Also, to measure the validity, construct validity method has been employed; all fitness indices indicate suitable validity of the research instrument. Considering the statistical population of the research, all experts of cultural areas in Tehran province are included. The sampling method has been cluster sampling with the sample size determined as 384 subjects. For modeling interpretation, structural equations modeling and AMOS software have been employed.

3. Findings

After collecting the research data in the first section, the information associated with the demographics was presented, which is as follows:

Table 1. The demographic status of the research subjects

Variable	Categories	Frequency	Frequency percentage
Level of education	Bachelor's and below	151	39
	Master's	198	52
	PhD	35	9
Working background	Less than 5 years	88	23
	6-10 years	157	41
	11-15 years	83	22
	Above 16 years	56	15
Education related to cultural issues	Yes	384	100
	No	0	0

As observed in the above table, most of the investigated experts have had a Master's degree. Also, regarding occupational background, 77% of the studied subjects have had a working background of more than five years. Finally, all of the subjects have had degrees related to cultural areas.

Confirmatory factor analysis of the structural model

This method which is indeed expansion of the conventional factor analysis is one of the important aspects of SEM, in which certain assumptions about the structure of factor loads as well as the intercorrelations between them are tested. Traditionally, factor analysis deals with unveiling the contextual dimensions or common factor variance in a set of multiple-choice items. To introduce a theoretical construct, typically a set of items is prepared and factor analysis will help in creating an index that is used in the research. For introducing the contextual dimensions of the intended construct, factor analysis can unveil one or several factors. Based on the results of factor analysis, it can be stated whether a construct is unidimensional or multidimensional. Currently, this approach is called exploratory factor analysis (EFA) since it has an exploratory nature rather than hypothesis testing nature. The principal factors are called latent variable; these factors in factor analysis predict responses in the measured and observed variables. Also, the reliability of a factor analysis is found to some extent through determining the accuracy with which the factors explain the variance that exists in individual items. This means how much of the variance that exists in items is shared with the factors (extent of overlap). Structural equation modeling, in addition to exploratory factor analysis, also employs confirmatory factor analysis (CFA). This analysis is essentially a hypothesis testing method, and relies on the fact that you have a reflection about latent variables; it signifies that you are not after finding indicators. SEM

tests the fact that whether the indicators that you have chosen for introducing your construct or latent variable and dimensions represent it or not. You also report with what accuracy the selected indicators represent the latent variable. SEM tests causal models using linear equation system based on the assumptions about existence of causal relations between variables. In this way, SEM tests theoretical relations between certain and hypothetical structural conditions, allowing for estimating the causal relations between latent variables (unobserved) as well as the relations between measured variables (observed). In SEM, which is a powerful multivariate analysis, all items are analyzed with separate errors. In this method, to achieve the final outcome, first the significance and partial fitness should be ensured, so that the general model could be drawn further. The following model is the final model of this research. It has been developed based on the conceptual model and based on the theoretical background. This model is in path coefficients state, which is equivalent to analyzing correlation coefficients. The following model displays a summary of the path coefficients of the structural equation model in the path coefficients state, factor load, error values, as well as the covariances of the observed variables in this research.

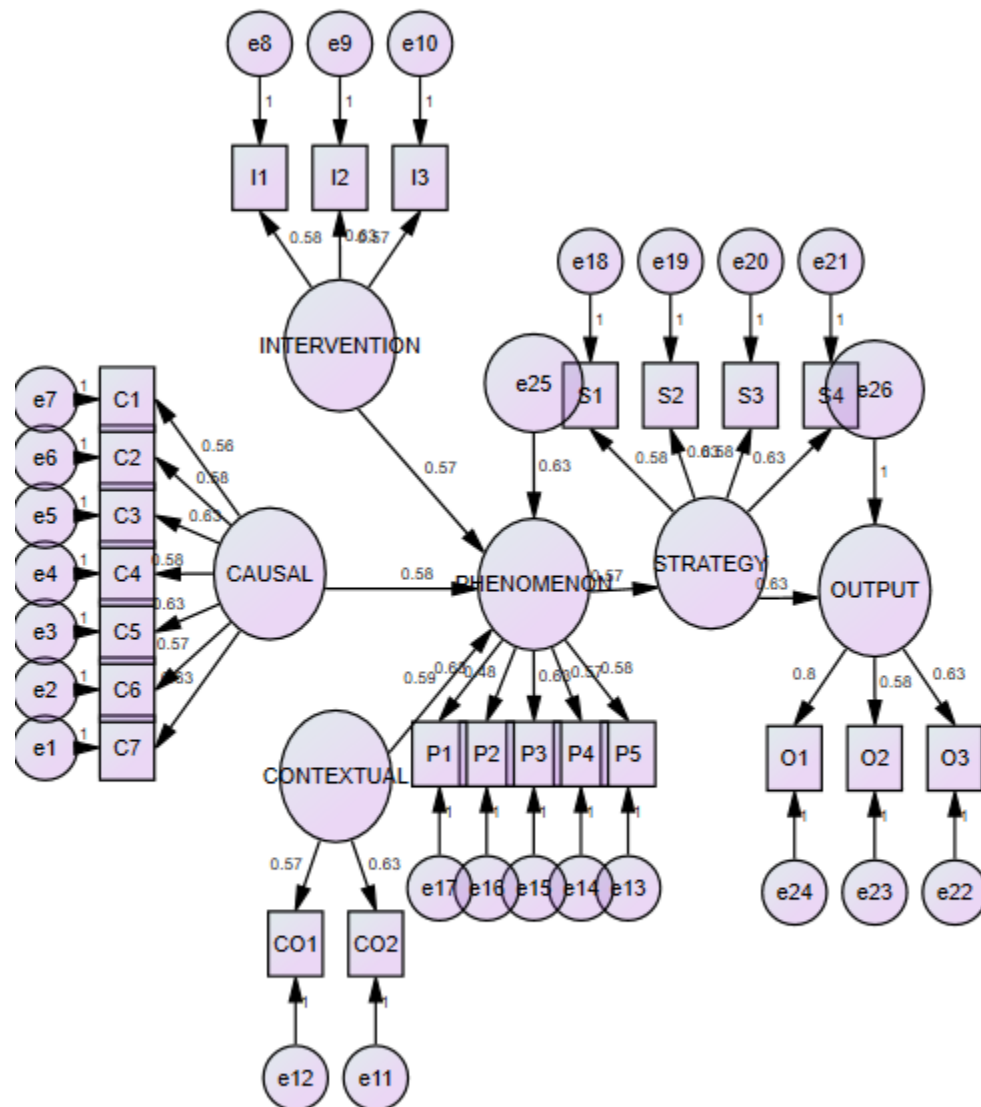


Fig. 2. Structural model of the research

Table 2. Descriptions of the abbreviations

Name	Sign	Name	Sign
Causal elements	C	Causal factors	CASUAL
Contextual elements	CO	Contextual factors	CONTEXTUAL
Intervening elements	I	Intervening factors	INTERVENING
Main phenomenon elements	P	Main phenomenon	PHENOMENON
Strategy elements	S	Strategy	STRATEGY
Results elements	R	Results	RESULT

As observed in the model, the relationship between latent variables has been presented as one-sided. This model has also drawn the relationship between latent and observed variables. Ultimately, each of the error coefficients in this model has been specified. The values presented above the lines indicate the extent and intensity of relationship.

The model fitness indices

After drawing the model and gaining initial confidence about the accuracy and significance of information, the most important issue is the model's significance by indices, which are called "goodness of fit indices". Acceptable scientific criteria for confirming the theoretical model developed through data collection constitute a core of "goodness of fit index". The indices are sometimes called goodness-of-fit indices (since their higher values are interpreted as greater support of data from the theoretical model) or badness-of-fit (as their large values indicate weaker support of data from the theoretical model of the research) (ibid: 270). Nevertheless, half of fitness indices are badness-of-fit indices, whose values should always be below a certain level. Overall, there are various tests for model fitness indices, and there is still no consensus over optimal tests approved by all. Nevertheless, generally several indices are used for measuring the model fitness; typically for verifying the model, use of three to five indices seems to suffice. In this research, again for evaluating the goodness-of-fit of all models, the following mentioned criteria are used, and the number related to each of these indices (CFI, NNFI, RMSEA, AGFI, GFI, RMR) is provided in a separate table individually.

GFI and AGFI indices

GFI evaluates the relative value of variances and covariances in a common way through the model. The GFI ranges between 0 and 1. The GFI value should be equal to or larger than 0.90. Another fitness index is AGFI, known as the modified value of the GFI for the degree of freedom. This characteristic is equivalent to applying mean squares instead of sum of squares in the numerator and denominator. The value of this index is also between 0 and 1. Further, the value of GFI and AGFI indices is heavily dependent on the sample size.

RMSEA index

This index is the root mean square error of approximation. The RMSEA index for good models is lower than or equal to 0.05. Models with RMSEA 0.1 or above have poor fitness.

χ^2 chi-square

The Chi-square test tests this hypothesis whether the intended model is in line with the distribution pattern between the observed variables. The Chi quantity is heavily dependent on the sample size, where a large sample size increases Chi-Square beyond what could be attributed to the wrongness of the model (Human, 2005: 422).

Normalized fit index (NFI) and CFI

NFI (also known as Bentler-Bunt index) is acceptable for values above 0.90, indicating suitable goodness-of-fit of the model. CFI larger than 0.90 is acceptable and reveals model fitness. This index, through comparing a so-called independent model in which there is no relationship between variables and the intended proposed model, tests its extent of improvement as well. Other indices are also observed in the output of Amos software; some such as ECVA, CAIC, and AIC are of interest for determining the fittest model from among several models. For example, a model with the minimum ECVA, CAIC, and AIC is fitter. Some indices are also heavily sample size dependent, and can be significant at large sample sizes (Kalantari, 2009). However in most studies, most researchers emphasize fitness of CFI and RMSEA, since they have the minimum sensitivity to the sample size, and their values should be larger than 0.9 and smaller than 0.08 respectively. Further, this index is also often applicable to model fitness test in sample sizes smaller than 200.

The first criterion for judging the fitness of models (4-1) and (4-2) is the value of degree of freedom on Chi-square $\frac{\chi^2}{df}$. As stated earlier, this criterion is used for uni-dimensionality of constructs, and its value should be

lower than 3. The value of this indices for the present model has been $\frac{\chi^2}{df} = \frac{829/53}{312} = 2.658$, which is smaller than 3. Also, RMSE=0.044, which is lower than 0.10. Further, other important fitness indices are presented in the following table. As seen in this table, almost all indices have had statistical sufficiency. Thus, with a very high confidence it can be inferred that the researcher has achieved complete fitness for this index. Then, the details and drawn relations can be analyzed with confidence, and the hypotheses can be tested.

Table 3. A summary of the important fitness indices of the final drawn model of the research

Index	Index name	Abbreviation	Value	Acceptable fit
Absolute fitness indices	Area under coverage	CMIN	2.65	CMIN/df <3
	Goodness-of-fit index	GFI	98.0	GFI>%90
	Modified goodness-of-fit index	AGFI	96.0	AGFI>%90
	Root mean square residual	RMR	077.0	RMR<0/08
Comparative fitness indices	Non-normalized fitness index	NNFI	96.0	NNFI>%90
	Normalized fitness index	NFI	92.0	NFI>%90
	Comparative fitness indices	CFI	93.0	CFI>%90
	Relative fitness indices	RFI	98.0	RFI>%90
Parsimonious fitness indices	Incremental fitness indices	IFI	98.0	IFI>%90
	Parsimonious normalized fitness indices	PNFI	71.0	PNFI >%90
	Root mean square error of approximation	RMSEA	044.0	RMSEA<%10

Conclusion on the achievements and recommendations

As stated, in this research the main aim has been interpreting the main factors affecting cultural development of women. For this purpose, structural equations modeling and confirmatory factor analysis have been employed for final confirmation of the conceptual model of the research. As observed, the CMIN value of this model has been calculated 2.65. Also, RMSEA index has been calculated 0.044, indicating suitable status of the model fitness according to other experts. Therefore, it can be stated that statistically this model has suitable statistical status. Thus, the most important indices affecting the cultural development with the centrality of women's role can be mentioned as the following dimensions:

- personal factors
- political factors
- economic factors
- technological factors

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- social factors
 - legal factors
 - environmental factors
 - accepting women's status
 - the intrinsic skills of women in development
 - existence of self-confidence in women
 - knowledge management
 - supports
 - women management
 - planning
 - organization
 - control
 - human resources

As presented in this model, the role of women in cultural development can be inspired by internal- external factors and expected outcomes, which can have varying effects in different sectors. In this respect, in the dimension of causal factors, it has been stated that the personal dimensions associated are with the personality of women's themselves, political factors in the form of governmental supports, economic factors in the form of economic supports, technological dimensions in the form of extent of attention to infrastructural technologies, social factors in the form of social supports for presence of women in social sectors, legal factors in the form of legal supports and the women's power in legal establishment and development, and eventually environmental factors. These factors can be effective as an internal and causal factor affecting cultural development.

In this regard, it has been stated that some factors can also have intervening and confounding roles. Different supports from other groups, management and presence of women in the area of management can be mentioned as an important part of this area.

Considering the contextual factors, again women's ability in developing different skills in themselves and developing competence in women, usage of knowledge management system in interpretation and preservation of women's accomplishments, as well as level of self-confidence have been noted as the key indices in the area of women's cultural development.

Regarding the strategic factors, planning and its management with regards to cultural development as well as organization of the input resources have been noted as the fundamental principles in the strategic area. Controlling resources as well as the systems of cultural and women areas have been mentioned as the main dimensions in this domain. In another dimension, again human resources management has been noted as part of the strategic dimensions in this area.

Finally, it is expected that through implementation of the previous sections, this model would ultimately be able to exert a considerable effect through empowering women in different areas as well as improving the women's status in functional areas. At the end, by entering this domain, women can manage cultural changes. This is noted as a fundamental transformation in this sector.

In this regard, it can be stated that this model deals with presenting an operational solution for developing the women's status in cultural development area. Indeed, this model indicates dimensions that can be used for confirming and moving towards this goal. These dimensions in different areas can help ultimately create the proper grounds for developing the women's status through proper investment in this sector. Nevertheless, for the extent and budgeting in this domain, ultimately structural equations modeling and coefficients of this sector should be used, such that finally proper budget and time could be allocated in this sector.

Based on the results of this research, the following recommendations can be suggested:

One of the solutions for improving the women's status in cultural areas is establishing a level of practical knowledge among women; through this practical knowledge, part of women's problems in this area could be hopefully resolved.

Through a level of power of innovation and novelty among women, the grounds could be created for improving women's status in the society. Indeed, this level of innovation can be very effective for participation of women.

To create a level of suitable status in the society, women should try to create a level of relationship with future generations, such that ultimately they can match the new waves in this area, and in line with the needs of these groups, they can implement novel conditions and governorship.

In order to create a suitable cultural status among women, a level of central qualifications in women is required. Indeed, through identifying their required qualifications for the future, women should create conditions and improve themselves.

One of the areas that can help women in cultural development is the lived experiences of women. In this regard, using the experience of their operations in different areas, women can help improve their performance in cultural areas.

Definitely, one of the effective areas for cultural domains and women's attempts in this area can be related to their education. Indeed, as women claim a larger share of education, they ultimately can achieve a better performance in cultural areas.

One of the solutions for cultural development of women is use of a level of personal and social motivations. In this regard, it can be stated that individuals' motivations can be harnessed as a personal factor in cultural areas in order to be effective for creating a suitable status for women.

One of the solutions for creating a special status for women is organizing educational courses which can develop women's competence in different areas. In this regard, the level of passed educational courses can be effective for developing the women's status.

Creating a level of access to knowledge among women can be effective to help improve women's status. For this issue, enhancing the level of education and mastery over different languages in this area can be very effective.

Also, for entrepreneurship in cultural areas, women should ultimately enhance their level of risk-taking. In this regard, this level of increased risk-taking can ultimately lead to development of challenging programs, that can result in improvement of their performance in this regard.

One of the factors that can be effective in establishing a level of cultural knowledge and cultural development among women is political culture in the society. Thus, it can be stated that political culture is noted as one of the essential areas for cultural development of women.

Through expanding their extent of participation in different areas, women can improve their status in cultural domains.

One of the solutions for enhancing the roles to be played by women is developing entrepreneurship among them. As women try to be more effective in entrepreneurship, ultimately they can establish a better performance in cultural areas.

In order to improve the women's status in cultural development, accessibility to software infrastructures can be used. These software infrastructures can ultimately be effective in developing competence among women in software areas which can ultimately change the future.

Usage of Internet-related skills can help women to ultimately control cultural areas in the future, which are highly affected by this issue.

Usage of family capacities as one of the essential and effective pillars in the cultural area by women can be noted as an important solution in cultural development of women in the near future. Indeed, through focus on cultural areas of the family, women can establish an essential role in this regard.

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