

## Research Paper

## Educational needs assessment of improving geostrategy knowledge in Nedaja

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### Abstract

The aim of the present study was to evaluate the educational need to improve geostrategy knowledge in NEDAJA. The present study was a mixed-methods study that was conducted qualitatively and quantitatively. The research tool was developed after interviewing and theoretical saturation. It includes 39 items in the form of seven general needs, including the need to know about the country, population, society, politics, economics, land, and strategy. The questionnaire was developed based on the Likert scale (very much, 5 points to very little, 1 point). The research population of the present study in the qualitative section included experts familiar with the research subject, and the necessary experience and knowledge were determined. The purposive sampling method was used to determine the samples. This sampling continued until the theoretical saturation was reached, and finally, 14 individuals were selected as samples in the qualitative section. Also, the research population in the quantitative part of the research included all individuals in the Navy of the Iranian Army who had full knowledge of the research subject. Based on snowball sampling, 54 people were selected as the research sample. Finally, after distributing and collecting the research questionnaires, 41 questionnaires were analyzed. The results showed that the educational needs for improving geostrategic knowledge in NEDAJA included knowing the country, land, population, society, economy, politics, and strategy. The results of the current research also showed that all the needs identified in the research model have a significant impact. Therefore, it is necessary to pay attention to the issues related to the country, land, population, society, economy, politics, and strategy in education programs related to geostrategy in NEDAJA.

**Keywords:** Geostrategy, Geopolitics, Ndaja, Education, Needs Assessment.

### Highlight

- Geostrategy is a general plan derived from geography through all resources to acquire resources, especially military goals.
- All organizations, including the Iranian Navy, need geostrategy to achieve their goals, and geostrategy training through recognition, examination and application of its factors in the fields related to the goals of the organization can make it easier to achieve the goals.

### Extended Abstract

#### Introduction

Geostrategy derived from geography that combines all forces and resources to achieve the strategy goal, especially military strategic goals, at different national, regional, and especially global scales. To achieve its strategic goals, NEDAJA needs to know, analyze and apply factors influencing its specific geostrategy at different levels, including at the highest level of the organization. Training is an essential element for any military organization's geostrategy, including the strategic naval force of the Iranian Armed Forces. Today, human resources training is emphasized by dynamic organizations as an effective way to improve and empower employees. One of the best factors of the training process in any

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organization is specifying the training needs of each employee and the entire organization. Educational needs assessment is a vital activity for training and improving the performance of managers and employees. All educational programs should begin with educational needs assessments to increase efficiency and effectiveness. Therefore, to maintain the geostrategic position of NEDAJA, continue the growing trend, and improve its capacities in the mentioned force, it is necessary to enhance the knowledge of the employees with the required training.

The current research was applied in terms of purpose and descriptive survey in data collection, and no manipulation was done on the variables and factors. It was a mixed-methods study. The qualitative method of content analysis was used to build the model. The descriptive-analytical quantitative method and the correlation type based on the structural equation model were used to test the model. The mixed-methods design was sequential exploratory, i.e., first qualitative and then quantitative. Results have introduced the educational needs for geostrategy improvement, including the knowledge of the country, land, population, society, economy, politics, and strategy, which should be included in the educational programs of NEDAJA.

### **Methodology**

The mixed-methods design was sequential exploratory, i.e., first qualitative and then quantitative. The research tool was developed after interviewing and theoretical saturation. It includes 39 items in the form of seven general needs, including the need to know about the country, population, society, politics, economics, land, and strategy. The questionnaire was developed based on the Likert scale (very much, 5 points to very little, 1 point). research subject, and the necessary experience and knowledge were determined. The purposive sampling method was used to determine the samples. This sampling continued until the theoretical saturation was reached, and finally, 14 individuals were selected as samples in the qualitative section. Also, the research population in the quantitative part of the research included all individuals in the Navy of the Iranian Army who had full knowledge of the research subject. Based on snowball sampling, 54 people were selected as the research sample. Finally, after distributing and collecting the research questionnaires, 41 questionnaires were analyzed. Qualitative research data were analyzed through coding process. The steps of data analysis were done through open coding, central coding and selective coding (choosing a central category as the main category and specifying the relationship between each of the central categories) and ended up presenting a logical paradigm or a visual image of the evolving theory. Skewness and skewness indices were used to check the data distribution (normal or non-normal). The qualitative research data were analyzed through the coding process. The steps of data analysis were done through open coding, central coding, and selective coding (choosing a central category as the main category and specifying the relationship between each of the central categories) and ended up with the presentation of a logical paradigm or a visual image of the evolving theory. Skewness and Kurtosis indices were used to check the data distribution (normal or non-normal). SPSS version 20 and Smart PLS version 2 software were used to check and answer the research questions and draw and compile the measurement and structural models.

### **Results and discussion**

Geostrategy is the main axis in the movement of organizations, especially military forces. NEDAJA, as a military force as well as an international force, needs precise geostrategy based on existing activities that can achieve the set strategic goals. A force geo-strategy must align with achieving goals and include dimensions related to it to be effective. Therefore, education is considered a key issue in improving the knowledge of the geostrategy of NEDAJA so that a good education can lead to the formulation of suitable geostrategy and ultimately improve the benefit of NEDAJA of the navy geostrategy. The important thing about geostrategy training is that the employees and managers of organizations have basic training needs to achieve organizational goals. The present research is also in this direction and intends to explain the needs assessment of the training related to the subject. According to the results of research, education in the field of geostrategy issues can lead to an increase in people's capabilities while solving existing ambiguities.

Like any organization, NEDAJA is an educational organization. Therefore, it should consider the basics of geostrategy training and the factors influencing it, especially in the areas of knowledge, analysis, and application of geostrategy, in the training of its employees at different levels, especially high-level employees.

NEDAJA's educational needs in the field of geostrategy have been identified and factors such as economy, politics, country, land and geostrategy have been introduced.

### **Conclusion**

Results indicated that it is necessary to address issues related to the country, land, population, society, economy, politics, and strategy in line with the strategic goals of naval training.

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### Authors' Contribution

Authors contributed equally to the conceptualization and writing of the article. All of the authors approved the content of the manuscript and agreed on all aspects of the work

### Conflict of Interest

Authors declared no conflict of interest.

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