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ORIGINAL ARTICLE

Modeling Interactive Communication for Public Policy Implementation: Identifying Employee Participation Components

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EXTENDED ABSTRACT

Introduction:

Today, as a diverse global society, policymakers must carefully consider the social, economic, moral and religious policies of stakeholders before designing and drafting a policy to make it acceptable to everyone. Employee participation is considered as the cornerstone of contemporary calligraphy and is one of the tools for creating democracy and the basis for sustainable development in organizations. Employee participation uses common knowledge and values, as well as reducing disagreements between employees, managers and officials, and building trust in them. Other consequences of employee participation are transparency in decision-making and

fairness among stakeholders. The best possible strategies. Fail to create superior performance for the company if they fail to execute successfully. According to the theories, employees are very important and the organization must maintain relations with them. By identifying the components of the model of employee participation in the implementation of Public Policy, fundamental attention can be paid to structural issues in the field of employee participation in the implementation, the structures of the agricultural support services company affiliated to the Ministry of agricultural jihad can be flexible and developed in proportion to the increase in the volume of urbanization, and the management of the agricultural support services company can play an efficient role in the implementation of laws by eliminating parallel work and increasing services in different sectors, and the conflict of laws is reduced to some extent so that the culture of cooperation and co-thinking replaces the culture of self-voting in the company system, to avoid the problems between the policy-making institution and the system. Bureaucracy is prevented. In view of the above and in view of the importance and sensitivity of the provision of agricultural institutions and the impact on the quantity and quality of agricultural production and food security of the country, this study seeks to identify the components of the employee participation model in the implementation of Public Policy.

Research Method:

Given that the aim of the present study was to identify the components of the employee participation model in the implementation of Public Policy, a qualitative approach was selected in the study of the subject. In this approach, people, their perceptions, their meanings and their knowledge are perceived as the primary source of data, and semi-structured interviews are acceptable tools for individual and collective discovery, understanding and recognition. At this stage, the above documents and existing written documents were analyzed, classified and thoroughly examined. Then, using the semi-structured interview technique with a number of knowledgeable and opinion-oriented people, the required data on components and indicators was collected. In this way, the analysis and extraction of concepts from interviews continued until theoretical saturation was reached, and then the concepts of extraction, categorization and communication between categories were identified. The statistical community consists of two parts, the first of which includes experienced managers as well as academic professors and researchers, and the second part includes scientific documents, books, reports and scientific articles at the national and international level. The sampling method was purposeful and theoretical. In this study, we used semi-structured interviews and library studies to extract indicators of employee participation in the agricultural support services company affiliated to the Ministry of agricultural jihad. In this study, semi-structured interview tools were used to collect data on dimensions, employee participation components. The reason for using a semi-structured interview is that in addition to the possibility of exchange of views, the discussion and topic of the interview can be directed towards achieving the research objectives. For the purpose of the study, the methods of the study were used by the members, the three-pronged view of data sources and the researcher's self-review. The researcher used regular methods to record the findings and to ensure the foundations of the research and to triple their resources, two of the assistant professors who were

faculty members specializing in the field of Public Administration were selected and individually but in parallel the feedback was received and the reviews were also carried out, and by comparing the findings, as well as taking into account the information obtained from the documents and interviews and questionnaires, it was assured that the resulting findings fully reflected the existing facts. In the present study, the foundation data method was used to analyze qualitative data, i.e. documents and text of semi-structured in-depth interviews, and finally the data coding, which takes place during a three-step process (including open coding, axial coding and selective coding.)

Findings:

In the present study, after interviewing 15 people, theoretical saturation was obtained, based on which the number of 4 main codes and 12 axial codes that represented the components of employee participation in the organization were identified. It was also revealed that the number of 90 open codes was reduced to 54 open codes after the merger. The most important findings of the research after a thorough review of the literature and internal and external background and conducting interviews with experts and opinion leaders in related fields are to identify the components of the employee participation model in the implementation of Public Policy. Based on the findings of the study and comparison with the research carried out in the research background, the findings of the study were identified in four dimensions (structural factors economic factors behavioral factors environmental factors). The study tried to take a comprehensive look at identifying the components of the employee participation model in the implementation of public policy in such a way that it is used for interested and researchers in this field because due to the use of efficient participation, it is possible to facilitate the implementation of a tailored participatory management system using general lines and the process of deployment.

Conclusion

Employee engagement is part of the move towards human resource development, in modern organizations, the organization trusts the decision of its employees for itself and the organization. Workers ' participation in the workplace, if not the best solution to fail in organizational efficiency and employee performance, is often seen as a tool to solve the problem. Employee productivity is the main goal of Management in the current period, which is dynamic and challenging, and most workers tend to be involved in decision-making by their bosses. In many cases good performance is a manifestation of the positive energy that employees put into their daily tasks. The success of public policies and government programs in the vacuum and without regard to its executive aspects will not be possible.

Data Availability Statement

Data available on request from the authors.

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Ethical considerations

Not applicable.

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Conflict of interest

The authors declare no conflict of interest.

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