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Identifying and prioritizing effective management solutions for achieving social discipline

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Abstract

The aim of the present study was to identify and prioritize effective management strategies in achieving social discipline of the justice staff of East Azerbaijan Province. This study is applied in terms of its purpose and descriptive in terms of its type of research. The statistical population of this study included 25 justice staff of East Azerbaijan Province who were identified and selected in a completely purposeful manner. The present study is a mixed research design type. Accordingly, first, using a qualitative interview approach and theoretical studies, an initial model was designed for experts to identify effective management strategies in achieving social discipline. After presenting it to the experts and eliminating weaker factors and making necessary changes, the model was presented to the experts again for the second time. After the experts reached a consensus on effective management strategies in achieving social discipline, the final model was approved. In order to prioritize the identified factors of effective management strategies in achieving social discipline, the MCDM decision-making technique was used with the help of the AHP statistical technique. The results of the ranking of variables showed that conscientiousness and responsibility with a weight of 0.395 ranked first, work motivation with a weight of 0.390 ranked second, social control of employees with a weight of 0.387 ranked third, personal and professional development with a weight of 0.386 ranked fourth, correct application of laws and regulations with a weight of 0.331 ranked fifth, targeted planning and management with a weight of 0.283 ranked sixth, and employee participation in decision-making with a weight of 0.274 ranked seventh.

Keywords:

Social discipline,
employees,
judiciary,
East Azerbaijan

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