
MODELING THE PERCEPTION OF PUBLIC SAFETY

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Abstract. *Studies related to employment expectations after a change in the political regime show a prevalence contrary to pro-government policies. The objective of this work has been to explore the structure of categories focused on expectations towards governments, entrepreneurship and training reported in the literature. A documentary study was carried out with information sources indexed to international repositories, considering the keywords of model, employment and expectations, as well as their publication in the period from 2010 to 2021. A spurious relationship was observed between the informative extracts and the categories and between the latter, but also a trend towards the structure of the relationship between training and employment expectations, excluding the expectations of employment policies, which suggests the extension of the same to a category that the literature identifies as income expectations and price inflation.*

Keywords: *Specifications, model, culture, management, mediation determinants.*

Introduction

Until May 2021, the pandemic has claimed the lives of three million, although under-records are recognized for asymptomatic cases that could reach up to six million deaths associated with Covid-19 globally (WHO, 2021). This same case is that of Mexico, the authorities recognize 230 thousand, but the excess mortality from atypical pneumonia reaches the figure of 600 thousand cases (PAHO, 2021). In this scenario, the mitigation strategy has consisted of social distancing and confinement, emerging the perception of public safety as a central issue on the public agenda (OECD, 2020). It is estimated that violence against women has increased, as well as robberies, extortion and fraud (INEGI, 2020). In this way, security expectations have increased the asymmetries between the rulers and the governed with respect to the health crisis.

The objective of this work is to establish a model to explain the incidence of the work culture in the management of the organization. Based on a review of the theoretical, conceptual and empirical frameworks, logical routes are encouraged for the administration to predict demands that exceed resources and optimization (García et al., 2019).

Are there significant differences between the safety reported in the literature with respect to the observations made in the present work?

The premise that guides this research refers to the fact that the strategy of confinement and social distancing has generated expectations of insecurity centered on the pandemic as a scene of crimes of the common and federal jurisdiction (Aldana, 2018). In the process of confinement and social distancing, the differences between the parties involved are exacerbated (Arteaga, 2020). The spiral of violence begins with overcrowding, which exacerbates the asymmetries between the actors. Such discrepancies generate expectations of trust in the authorities. The need for social protection coupled with the media diffusion of the phenomenon increases those expectations, but very soon citizens generate despair when they observe the increase in infections, diseases and deaths related to the health crisis. The spiral reaches its peak with the convergence of long-awaited protection and learned helplessness. This civil dilemma before its authorities leads to a detonating phase of distrust in the government.

Literature review

Theory of perception of security

Organizational culture is understood as a process of dependency relationships between external variables with respect to the internal variables of the organization. This is a scheme in which technology, structure, values, norms and needs determine the motivational variables (affiliation, power, utility) and these in turn affect the resulting variables: leadership, management, entrepreneurship, innovation, productivity, satisfaction, turnover, absenteeism, accidents, adaptation, innovation, reputation- (García, 2004). In this process, the theory argues that workplace culture is the consistent determining values and standards of variables through mediating and moderating variables (Sales et al., 2016).

Moderator variables are those that reduce or increase the negative or positive effect of external variables for the organization (Juárez, 2017). This is the case of knowledge, while lower values when autocratic affect the commitment of workers, or increase the influence of democratic values when they have an impact on cooperation between employees (Anicijevic, 2013).

Mediating variables are those that transfer the effects of values and rules only on consequent variables. This is the case of attitudes and intentions that not only link norms and values with behaviors, but also give a cultural sense. That is, autocratic behavior when linked to the values of obedience and conformity are mediated by unilateral attitudes (Carreón et al., 2017).

Therefore, the theory of organizational culture explains variable scenarios of autocratic or democratic values and norms (García, 2006). The work culture involves indicators that correspond to the characteristics of the consequent variables (García, 2016a). In this sense, the management culture indicated by self-efficacy, hope, resilience and optimism implies a values and autocratic process of emerging leadership and, therefore, a management specialist (Vázquez et al., 2016). In the opposite case, the absence of leadership and management is determined by depersonalization, exhaustion or frustration in relation to unilateral tasks, objectives and goals (Carreón et al., 2017). Therefore, the theory of work culture explains the emergence of management only if the norms and values indicate an autocratic process from which decisions and strategies are focused on a specialized management leader (Quintero et al., 2016).

However, organizational management is more specific than those explained by the theory of the work culture process. As management is specific, the work culture, values and norms must be more specific to be linked to the objectives and goals of management.

Studies of the perception of security

In general terms, human capital are paradigms from which knowledge networks acquire a sense of training, assimilation, technology, detachment, motivation and social mobility (García, 2019). This is the instrument of rational choice of human capital, it is limited to a generalized educational system where the individual generates their own opportunities and develops skills and knowledge in terms of the usefulness and benefit of their decisions (Acar and Acar, 2014). In this sense, knowledge networks explode human capital to give their legitimacy and transparency to discuss and agree on the decisions that will benefit an academic, scientific and technological group or community (García et al., 2014).

The competition and cooperation involved in the formation of human capital determine the knowledge networks, since it is these that outline the strategies for balancing demands and resources (García, 2017a). Once the innovations are established, knowledge networks determine the symbols, meanings, and forms relevant to collaboration and conflict resolution within groups. Innovations such as smart systems and nurturing technological change organizations must adjust their entrepreneurial capabilities to new knowledge (Saansongu and Ngutor, 2012). The opportunities that arise from the dynamics of innovative networks will shape the development of skills and knowledge. It is a process of value creation of an individual, group, collaborative and innovative organization (García, 2007). Although human capital highlights the importance of individual decisions regarding innovation groups, the management culture goes beyond this synergy, since it represents a balance between the values of the company and the capacity of the leader (García, 2016). Therefore, the specification of a model for the study of knowledge management culture through collaborative networks explains such complexity (Pérez et al., 2018).

Organizational management, unlike work culture, is a specific process, since it involves definable, measurable and comparable objectives and goals (Martínez, 2018). In this sense, organizational management refers to a process of indicators linked to the systematic monitoring and evaluation of processes, strategies and behaviors (Arellano, 2017). Under organizational management it is guided by innovative values and standards, it is a process of systematic and constant change, according to the contingencies of the environment, and therefore contrary to the vertical and unilateral structure of the autocratic culture where dependence on a leader (Cruz et al., 2016).

However, the organizational management resulting from the autocratic culture historically assumed different objectives and goals in the face of specific innovations and changes (Carreon, 2017). As organizational management intensifies and intensifies, the autocratic culture is minimized and gives way to a more participatory culture (García, 2017b). Consequently, organizational management is a competition on proposals and monitoring and evaluation (Hernández and Valencia, 2016).

It is due to these differences between cultures and managements that the theory of organizational management explains the advent of an innovation and a change in the interaction between unilateral power (decisions and vertical structures that produce obedience and conformity in the majority and influence), intentions change from minority innovations (Carreón, 2018b). That is, who make decisions are restricted to relationships of power and influence as the objectives and goals are more specific, but if both are not changed to achieve success, then it is an autocratic culture (Robles et al., 2016). Therefore, transformational leadership is associated with variables related to the processes of influence instead of power, since the motivation for effectiveness, satisfaction and effort signify traits of joint management

between the leader and followers (Mendoza et al., 2016). Or, when communication, cohesion and support negatively correlate with attrition, depersonalization and dissatisfaction, but positively affect commitment, then we are witnessing a scenario in which the autocratic culture of the majorities interacts with minority participation (Carreón, 2018a). Organizational management theory explains the advent of the relationship between power relations, leaders who decide on the behavior of followers and influence, talent relationships, and knowledge generation opportunities.

From both theories, work culture and organizational management, you can specify consistent explanatory variable logical paths.

Model of the perception of security

Unlike the study of culture and workforce management, where fatalistic or optimistic scenarios are predicted on the basis of correlations between external variables with respect to internal variables to the organization, the specification of a model includes variables. For its systematic study it is possible to infer paths of dependency relationships (Mejía, 2016). The specification of the model is a review of the dependency relationships established in the studies that predict a process, strategy or behavior. The explanatory variables are assumed to predict the variables to form a logical system known as nomological network paths (Mendoza, 2017). In this sense, the paths of dependency relationships explain the nomological networks established based on a literature review for a period of time (García et al., 2016).

However, the specification of a model to be based on a sufficient number of studies on a process, strategy or behavior is a preponderant path that studies have not always demonstrated (Quintero, 2017). Therefore, it is necessary to apply dependency relationships that have been established not logically or empirically, creativity or intuition apply the relationships as feasible between the revised variables or variables are not applied conceptualized and weighted by the state of knowledge.

In the case of relationships that are not established in the literature, inferring from studies in which the variables are conceptualized and / or weighted in order to account for other similar or different processes, strategies or behaviors, it is possible that the intention to explain (Siche, 2020). Finally, in the case of the variables used in the studies of a process, strategy or organizational behavior, it is possible to infer from the correlations between indicators.

The specification of a model is made from 1) include empirical relationships demonstrated by the literature reviewed and 2) propose that the variables and relationships are not established by the state of knowledge (Wang et al., 2019). In this sense, studies of culture and labor management have shown that values and norms are external to the relations of power and influence in the variables of an organization.

However, the norms and values when interacting with the contingencies of the environment, the association with the processing of the available information known as beliefs and perceptions (Omotayo and Adenike, 2013). Therefore, the variables or external determinants would be, values, norms, beliefs and perceptions that explain the consequent variables, such as; entrepreneurship, innovation, satisfaction, productivity, competitiveness and counteracting variables such as turnover, absenteeism, dissatisfaction, lack of productivity, compliance or obedience.

However, when the variables determining indicators of the general processes that will affect the specific variables that must be mediated or moderated by variables such as attitudes, skills, opportunity, intent, knowledge or emotions (Rincón, 2018). Mediators and moderates do not as variables allow you to specify and intensify the effect of key variables on outcome

variables. Therefore, the knowledge management culture model includes six explanatory paths of hypotheses, logical relationships between variables that determine and manage motivation, attitude, intention, skills and mediated knowledge (Luiselli, 2020). These are studies on traditional styles and transformational leadership explaining the difference between external demands and resources for the tunable talent leader, but reducing participation to a function of expectation.

Studies on knowledge networks as a result of the interaction between market demands and the optimization of resources based on information from possible scenarios. These are studies of opportunities and capabilities as a result of a participatory and competitive culture, since each opportunity corresponds to a skill (Lima et al., 2020). In this research, the effects of the surrounding information regarding culture and management are explained by the interaction of the determining variables with leadership styles, opportunities, capabilities, goals and objectives. The plausible scenarios proposed by the administration are studied from the intentionality of its objectives and goals based on the information in the balance between demands and resources. The formation of knowledge networks is explained from the norms, values, beliefs and talents perceptions, as well as the motivation of the leaders, the training of skills, knowledge and attitudes on planned and systematic decisions.

Method

Six explanatory paths of knowledge management organizations are specified that tend to balance opportunities and capabilities through motivational leadership processes. A non - experimental and documentary study was carried out with a selection of sources indexed and registered in ISSN-DOI. From the dependency relationships theoretical, conceptual and empirical model frameworks between variables that determine - norms, values, beliefs and perceptions - with respect to the management of the specified knowledge. According to the model, the balance between power relations and influence between the leader and the followers is explained, including the mediating variables of the motivational order - an attitude, intention, ability and knowledge. In relation to the state of knowledge proposals and the literature reviewed, the relevance of the model compared to other more diverse and comprehensive proposals discussed (see Table 1).

Table 1 . Descriptive of the informative sources.

Source: Elaboration with data study.

	Model	job	Expectations
Dialnet	24	21	17
Latindex	21	18	15
Publindex	20	15	13
Redalyc	18	10	11
Scielo	16	8	8
Scopus	13	55	44
WoS	10	3	2

The Delphi technique was used in three rounds of sentence qualification that synthesized the findings reported by the literature regarding the models of job expectations: -1 for unfavorable or negative information, 0 = for unrelated information and +1 for positive or negative data. favorable (see Table 2).

Table 2. Variables operation
Source: Elaboration with data study.

	Concept	Indicator	Weighing	Interpretation
Model	It refers to a representation of the relationships between indicators with respect to latent phenomena.	Data on the specification, testing or extension of proposals in a period determined by the researcher and based on demonstrable and comparable objectives.	-1 for unfavorable or negative information, 0 = for unlinked information and +1 for positive or favorable data	High scores refer to a specific model based on theoretical discussions and empirical evidence.
job	It refers to a system of demands and capacities in a period determined by the researcher and based on observable indicators such as search, hiring, performance, training, training, accidents and illnesses, accessions and treatments, rewards, sanctions, dismissals and rehiring. .	Data referring to employment indicators, as well as other sources of observation, processing and interpretation of figures related to the intervention or not of the State in the generation of the phenomenon.	-1 for unfavorable or negative information, 0 = for unlinked information and +1 for positive or favorable data	High scores imply a public agenda focused on the discussion of the problem and the scope of the proposal and the alternatives for reflection and eventual solutions in the short, medium and long term.
Expectations	It refers to the wishes and hopes of permanence or change in a remuneration and benefits system under some contract or informal agreement between the parties involved.	Accessible data in studies of organizations dedicated to counting and data processing and that refer to the aforementioned concept.	-1 for unfavorable or negative information, 0 = for unlinked information and +1 for positive or favorable data	High scores refer to a persuasive system in which emotions are managed and managed.

The information was processed in the qualitative data analysis package version 4.0 considering the non-parametric distribution of data such as mean, deviation, bias, skewness, kurtosis and chi square.

Results

Table 3 shows the values that indicate the non-parametric distribution of the experts' ratings regarding the categories and extracts of bullying reported in the consulted literature, observing a trend towards spurious but systematic relationships from the first round of evaluation.

Table 3. Descriptive data information
Source: Elaboration with data study.

E	M	S	W	K	A	C1	C2	C3
R1								
e1	803	101	134	145	132	X ² = 23.43 (10 df) p <.05)		
e2	921	109	107	108	142			
e3	863	108	176	165	167			
e4	841	176	108	135	108		X ² = 12, 26 (14 df) p <. 05)	
e5	805	154	146	165	156			
								X ² = 17,21 (10 df) p <. 05)
R2								
e1	861	189	143	107	146			
e2	804	109	136	165	121			
e3	852	165	108	137	145		X ² = 16,34 (19 df) p <. 05)	
e4	761	132	160	132	187			
e5	873	107	137	180	108			X ² = 12,4 4 (15 df) p <. 05)
R3								
e1	767	145	146	175	106			
e2	856	164	196	145	154	X ² = 14.08 (12 df) p <. 05)		
e3	796	180	124	158	146			
e4	845	103	146	103	137		X ² = 16.07 (16 df) p <. 05)	
e5	807	154	187	142	152			

E = Abstract, R = Round, M = Mean, S = Standard deviation, W = Oscillation, K = Kurtosis, A = Asymmetry, C = Category: C1 = Expectations towards employment policies, C2 = Expectations towards entrepreneurial skills, C3 = Expectations towards job training

It is possible to observe a concentration established from the first round and systematic in the second and third rounds with respect to the differences between the categories and the synthetic extracts of the findings reported in the literature. That is, the expert judges who rated this information seem to coincide in terms of expectations towards government, entrepreneurship, and training. This suggests that all three categories are part of a labor governance between the parties involved.

In order to observe the structure of trajectories and relationships between extracts and categories, both established by the qualifications of expert judges on the issues, a structural network was estimated (see Figure 1).

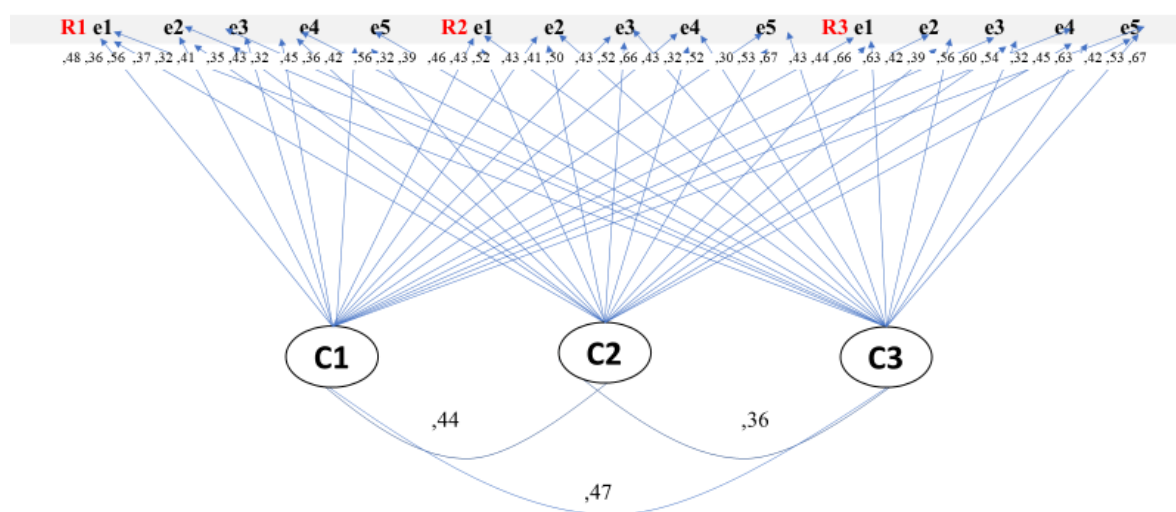


Figure 1. Exploratory category structure
Source: Elaboration with data study.

E = Abstract, R = Round, C = Category: C1 = Expectations towards employment policies, C2 = Expectations towards entrepreneurial skills, C3 = Expectations towards job training

A prevalence of relations tending to zero is observed that suppose the independence of the categories and the antecedent and the consequent relations between them. It is also appreciated that the expectations of the employment policies do not imply expectations of entrepreneurship, but they seem to be related to the expectations of training. In other words, expert judges seem to suggest an employment management and administration system focused on entrepreneurship and training rather than on state subsidies, such as unemployment insurance or support for vulnerable sectors.

Discussion

The contribution of this work to the state of knowledge is the specification of the relationships and logical routes between variable cultures that determine knowledge management through the intervening variables.

However, the possible relationships between the variables included in the model require an additional explanation that can be compared with what has been established. In this sense, the debate on the direct determination of the management of norms, values, beliefs and perceptions contrasts with the specification of this model, as mediating variables can be erased and autocratic organizations diversify into participatory organizations.

Therefore, the specification of the model explains the culture and organizational management balanced between its demands and resources, opportunities and capabilities, power and influence.

In contexts of uncertainty, scarcity and risk, organizations tend to be more participatory and require more diverse, specific and innovative cultural and management models.

However, organizations, even if their environment is uncertain, have based their emergence and persistence on the balance between their processes. The objectives and goals of organizations not only reflect their culture, but also base their human essence, since leaders and followers are the central elements of their intentions and products.

The literature that studies the phenomenon of job expectations suggests that these are built before authoritarian governments or one-person democracies rather than in parliamentary and neoliberal political systems. In the present work, it has been observed that before a left-wing political regime, the judges surveyed seem to observe a prevalence of full employment based on entrepreneurship, microfinance and training for the labor market or the consolidation of micro-enterprises rather than the subsidy for income. job. or the guarantee of benefits based on employment insurance or salary positioning against inflation.

Conclusion

The objective of this work has been to explore the categorical structure of informative extracts or synthesis of findings reported in the literature regarding categories of analysis related to expectations towards governments, entrepreneurship and training, but the research design limited the findings to the research scenario, suggesting the extension of the work to other samples of actors involved in the process of management and administration of full employment, challenges and challenges in the face of the demands and contingencies of the local market.

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