

Suggestions system for school management: presenting a paradigmatic model based on Grounded Theory

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Abstract

The suggestion system is a method for utilizing intellectual ability, critical thinking, creative thinking, and presenting original ideas by human resources, which leads to improvement and productivity, effectiveness, and efficiency of the organization. The purpose of this research is to present a paradigmatic model of the suggestion system for school management.

This research has an interpretive paradigm and a qualitative approach, considering the nature of the subject and objectives. Its method is grounded theory, and the research population is experts and scholars in the field of education management. Purposeful qualitative sampling and criterion-based and snowball selection techniques were used. The number of participants was 20 and the research tool was a semi-structured interview. Max Quda software was used for data analysis.

In this research, 6 categories, 22 concepts, and 60 codes were identified for the development of the suggestion system in school management, which were placed in the form of a paradigmatic model. The results obtained showed that in order to achieve public welfare and construction, accept the mental ideas of human capital and make managers aware of the capabilities of employees (causal factors), the components of the suggestion system, organizational factors, managerial factors and human factors (phenomenon-oriented) should be considered by aligning the goals of employees with the goals of education and training, spreading a culture of participation and collective cooperation, improving the working relations between employees and managers, and improving managerial performance (strategies) in education and training. The infrastructure for implementing the suggestion system, budget and financial resources, utilization of potential intellectual capital, organization policies (ground factors) along with creativity and innovative behavior of managers, new management paradigms based on reform patterns, and organizational belonging of employees (intervening factors) affect the suggestion system and cause consequences such as increasing the efficiency of the system, employee participation, public satisfaction, and promoting social justice.

Keywords: Suggestion system, school management, grounded theory, paradigmatic model

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