PATH DIAGRAM ORGANIZATIONAL LUCIDITY IN THE COVID-19 ERA

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ABSTRACT

In the current context next to a twentieth century was marked by the emergence of State's genocide unprecedented in history, crimes against humanity totaled about 188 millions of non - combatant civilians killed during the Stalinist regimes of the Former Soviet Union (around 20 million), Maoism in the People's Republic of China (40 million) and Nazism in the Germany of the first world war (21 million). In that tenor the authoritarian governments of Cambodia that extinguished 25% (2 million) of its population for reasons of ethnic cleansing, the regime of Rwanda that killed 800 thousand people in less than 100 days and the one perpetrated against the Armenian people of a total of 2 million, one million was massacred and half a million displaced are examples of democracies in which enforced disappearances are a lesser evil. Well, the objective of this study is to establish the reliability and validity of an instrument that measures public safety protocols around the forced disappearance of people from the perspective of the citizen in vocational training. A non-experimental, cross-sectional and exploratory study was carried out with a sample selection of 300 students from a public university in central Mexico, considering their training and professional practice in the field of security administration and human rights. From a structural model. The consensus was found to be responsible, but the type of study, sample selection and statistical analysis limited the results to the study sample, forcing a contrast of the model in other scenarios.

Keywords: Lucidity, Administration, Security, Disappearance.

INTRODUCTION

This research is part of the discipline Social Work, area of studies of public safety, but includes concepts from organizational psychology such as labor culture, the sociology of public administration as the adhocracy and the economy of employment as reinversion. In this way,

organizational lucidity, from the perspective of organizational psychology, is the product of the convergence of demands and cultural resources around a for-profit company (Lirios, 2004). It is a process in which the demands of the environment match the capabilities of the organization, but not permanently (Sánchez et al., 2017). Therefore, from the perspective of the sociology of work, organizational lucidity is the result of a sustained adhocracy (Quiroz et al., 2020). A mature authoritarian culture in which responsibilities are duly shared and distributed according to the environmental contingencies.

However, if it is a question of public security administration, an aspiration of organizational lucidity is not only to reproduce the virtuous circle of responsibilities, but also to reincorporate those who have committed an illegal act into the labor market (Coronado, et al., 2022). This is how the economy of employment will come to pose that all organizational lucidity will be incomplete if a program of reincorporation of criminals is absent (Juarez et al., 2018). Therefore, from the perspective of Social Work and lucidity, for the purposes of this research, it is understood as the organizational process in which stability, balance and emotional maturity are achieved by leaders and followers facing challenges and opportunities (Coronado Rincón, 2022).

José Saramago (2004) has written an Essay on Lucidity that describes the dilemma of serving the organization or behaving according to certain ethical principles (García, 2021). It happens that, in a city of Portugal, people have attended to vote, but it has not done it for any candidate of the three parties (right, center and left). Faced with this problem of legitimacy, the authorities organize an attack and then decide to put the city in a state of siege until people recognize or denounce the intellectual authors of the blank vote (García, 2021). For many days people coexist minimizing the repressive actions of the State. Meanwhile, the prime minister along with his secretaries of defense, culture and interior discuss and plan the mechanisms for people to change their attitude and actions towards the democratic system that the State practices (García, 2021). After a long time, a letter arrives at the office of an assistant to the prime minister, who ensures that its content is not disseminated and orders the interior minister to clarify its content, which assigns the case to a commissioner and two assistants.

Precisely, from the description of this commissioner can derive a variable that could be labeled as organizational lucidity. That is, once the commissioner decides to investigate the probable relationship between a woman who was not blind in the epidemic that hit the city four years ago and the blank vote says phrases and performs actions that may be the content of lucidity organizational Next, this variable is exemplified with the final plot of the book in question. Three indicators of organizational lucidity can be the phrases that the commissioner says, the strategy that follows to counteract the effect of diffusion against the woman who is not blind and the inferences she makes when she is losing her authority status. The situation in which she finds herself, once she has not managed to establish a causal relationship between the simulated blindness of women and the blank vote. It seems to assume a critical position before a system that uses any mechanism to legitimize itself.

Consequently, he doubts the media and even anyone except for the woman who is not blind. In this way, an indicator of organizational lucidity is not to trust, however convenient the case may be for the institution in which you work. At the end of the book, the commissioner infers that the best place to hide and call is the place where he is working as an insurer. This indicates a naïveté on his part because his phone had evidently intervened, and they were constantly watching him. Therefore, you need to be naive to have an organizational lucidity.

Finally, the way in which he dies and then is ironically decorated with the highest recognition of the country, implies another feature of organizational lucidity: the recognition of an element that acted against the institution. There are three indicators to identify organizational lucidity; skepticism, naivety and sarcasm to act against the institution. In fact, being lucid means at least oscillating between personal principles and institutional rules. In essence, the administration of public security in forced disappearance of persons focuses its attention on the cases. This is the case of the Alba protocol in the case of forced disappearances of adolescent, young, adult and older women, which consists of searching for victims up to the threshold of hours in which it is considered a crime against humanity case, in the case of crime against women (Juárez-Nájera et al., 2018).

However, as in the general cases of forced disappearance of persons, the ALBA protocol cases are restricted to the lack of complaint, the identification of the disappeared person and the location of relatives and friends. This is not the case of the AMBER protocol, which suggests a voluntary association between the forces of order, broadcasters, transport agencies, and the wireless industry, to activate an urgent bulletin in the most serious cases of child abduction. The goal of an AMBER Alert is to instantly disseminate to the entire community to help in the search and safe recovery of the child. Some social effects of enforced disappearance and AMBER ALBA and protocols are: a) awareness of missing persons; b) participation of media, defenders and citizens; c) d concealment of the state law regarding disappearance, search and assistance to victims; d) the state discourse to recognize forced disappearances, crimes against freedom and care for victims. In this way it is that both protocols seek compile, process, maintain, disseminate information; free phone number throughout the state; to provide information on the prevention of child abduction; provide training and technical assistance; stablish a protocol (s) and distribute leaflets.

A law enforcement agency must accept without delay and without exception for any reason any report of a missing person and, no later than 2 hours after receiving a report of a missing person or additional or supplemental information. Initiate an appropriate investigation and determine if it is in danger, provide all the information that the agency collects.

The theoretical and conceptual framework in which organizational lucidity is explained is that of labor culture, which includes four dimensions: 1) collaborative, 2) hierarchical, 3) adhocratic and 4) market based. The collaborative work culture centers its interest on identity since, it assumes lucidity as a result of the loyalty and identification of the employee with the leader, or both, with the organization. This is so because individualism diminishes and limits collaborative lucidity insofar as it highlights personal virtues without associating them in a work team (Carreón et al., 2014).

Hierarchical work culture focused on security, but not in the sense of production but in reducing the uncertainty that results from an imbalance between external demands and internal resources. Lucidity, in the hierarchy of decisions, assumes capacities: skills and knowledge aimed at differentiating between leaders and followers (García et al., 2012).

Adhocratic work culture highlights the creativity of leaders and talents, enhancing communication and bidirectional motivation, as well as horizontality in decision-making. This implies a systematic participation of the collaborative groups dedicated to the production of knowledge, but it also implies a high degree of commitment that does not always distinguish the teams (García, 2010).

The labor market culture highlights the balance between external demands and internal resources to organizations. Through a system of rewards, salaries and benefits, organizations

balance the production of knowledge in relation to the demands of the market, but the absence of a strategy of management and alliances generates a brain drain, or the emergence of leaders traditional (Carreón & García, 2017).

In each type of work culture, it is possible to observe features of organizational lucidity that determine the climate of relationships, supports, tasks and goals. From the perspective of leadership theories, lucidity is focused on decision making, but depending on management styles: a) sustainable, b) training, c) flexible and d) managerial (Ortíz & García, 2008).

In the first style, lucidity is observed in the balance of demands and resources. It is a management style focused on staff motivation, even when it depends on the selection of talents, it will be bidirectional communication and horizontal decision making that will define the degree of lucidity of the leader (García et al., 2014).

The second training style is distinguished by its high degree of motivation and orientation to the achievement of results, but the lucidity lies more in the knowledge management strategy that allows the establishment of objectives, tasks and feasible goals to be carried out in time and shape.

The style of management focused on flexibility assumes a climate of relationships prevailing over any other climate, but also implies a high degree of empathy, trust and commitment between the leader and his followers. It is a scenario of management of talents and creatives, since resources outweigh the demands external to the organization (Carreón et al., 2014). The managerial style not only warns a philosophy of obedience and conformity but also stands out for its limits to the proposals and innovations. Lucidity is present in every control decision.

The labor culture, understood as a continuum of dimensions related to development, rationality and hierarchy, would be linked to the managerial lucidity of the market, since the hierarchical culture and the rational culture contribute to the development culture and as the managerial leadership oriented to the market is subject to results, so it requires a system of values and norms that allow the distribution of tasks to obtain goals (García, 2004).

However, when organizations have reached a maturity and fullness, their lucidity is rather focused on the effort and overcoming of their achievements, objectives, tasks and goals. This is the case of collaborative work culture in which sustainable leadership generates a unidirectional communication that everyone respects, but with a motivation to achieve that many recognize and carry out blindly (Carreón et al., 2016).

These are organizations that, having maintained and consolidated in the labor market, have generated a culture of success focused on security, but its most distinctive feature is the wisdom or lucidity of its leaders who with their merits encourage employees.

That the consistency of the taking of climates of relationships, decision-making and productivity distinguishes one lucid organization from another that aspires to be one. This is the case of organizations that have learned to adapt to market contingencies but have also generated opportunities that allow them to anticipate scenarios of uncertainty and motivate their creative talents to reduce risks (García, 2006).

If the organizational culture is determined by the transformational leadership, then the lucidity consists in the reduction of transactions between the departments and the top management, as well as a knowledge management that allows the organization to be more efficient and effective. This is the case of telecommunications companies or software's that must add efforts and added values to their products in order to motivate innovation in their talents.

The axis that goes from lucidity to the other nodes warns that an organization reaches that level when it establishes a management system focused on the experience of its leaders and the creativity of its talents. Mainly, in the combination of an adhocratic culture with a sustainable leadership. Lucidity is an intergenerational wisdom that develops before the connotations of the market.

The axis that goes from the culture to the other nodes represents the beginning of each lucidity cycle since, it is in the labor culture where the ideas that knowledge management will profile as a strategic option in the face of internal conflicts are created of achievements or a climate of tasks without commitment. The axis that goes from the leadership to the other nodes indicates that lucidity is an interrelation between managerial and labor experience. It is a scenario where d and decision making are focused on balancing external demands and internal resources due to over production of ideas. The axis that goes from the commitment to the other nodes shows that to the extent that an organization is consolidated, generates a series of commitments that will be disseminated among employees and leaders, but not only in the functions or responsibilities, but in the provision is of collaboration. The axis that goes from empathy to the other nodes reflects a type of organization focused on the climate of relationships rather than the climates of goals, supports or innovations. It is a scenario where lucidity consists of the communication and the motivation necessary to carry out the tasks that correspond to the objectives and to achieve the goals.

Will the theories of organizational lucidity explain the administration of public safety in the area of forced disappearance of personnel, care for victims and the prevention of this crime?

The theoretical frameworks consulted when considering that the administration of public security, in the area of forced disappearance of persons is a global phenomenon, will be able to explain reliably the local crimes, the attention to victims and the reinversion of the perpetrators. Although the theoretical frameworks that involve organizational lucidity have explained the determinant processes of combat strategies and crime prevention, the specificity of the context supposes factors whose interrelation has not been addressed by the theories.

METHOD

We carried out a documentary study with a sample selection of sources indexed to national repositories, considering the discussion on organizational culture and leadership, as well as its implications for the construction of lucidity. The information was processed using the Delphi technique and a model was made more complex for the study of the variable in question. There is a line of research related to professional training.

In this way, a model is the representation of the axes and the trajectories of the variables used in the review of the literature. In this sense, the five axes and trajectories related to organizational lucidity. A non-probabilistic selection of 300 administrative students of a public university was made, appealing to their knowledge about public safety and their professional practices in the subject.

The Organizational Lucidity Scale of Carreón (2016) was used, which includes 16 reactive factors around three factors: expectations, consensus and responsibility. Students were surveyed in the library lobby of the public university. Respondents were informed about the purpose of the investigation and were guaranteed in writing the confidentiality and anonymity of their responses, as well as the warning that the results would not negatively or positively affect the academic status of the respondents.

The information was processed in the Statistical Package for Social Sciences (IBM-SPSS-AMOS by its acronym in English, version 25.0). The adequacy and fit parameters were estimated with the Bartlett and KMO tests, as well as exploratory factor analysis of principal axes with promax rotation, adjustment and residual for the contrast of the null hypothesis.

RESULTS

Table 1 shows the psychometric properties of the instrument that measures organizational lucidity around the administration of public safety in its area of forced disappearances of persons, attention to victims, criminal reinversion and prevention of kidnapping.

	Table 1 INSTRUMENT DESCRIPTIONS					
	Item	**M**	**SD**	**A**	**F1**	**F2**
	Subscale of expectations of public safety			0.77		
r11	Security protocols are implemented s in my locality	3.01	1.01	0.761		
r12	Security protocols will reduce kidnappings	3.04	1.02	0.763		
r13	The disappearance of people will be reduced with pacification protocols	3.05	1.0 3	0.762		
r14	The disappearance s p revendrán protocols pacification	3.06	1.04	0,760		
	Public safety consensus subscale			0,775		
r15	State and society will create more security protocols	3.01	1.04	0.762		0.302
r16	The State will negotiate with society or other pacification protocols	3.02	1.05	0.761		0.374
r17	The company will contribute to security protocols	3.03	1.06	0,760		0,396
r18	Security protocols will be replaced by social pacification	3.09	1.07	0,766		0.301
	Subscale of responsibility of public safety			0,780		
r19	The society will develop self-care protocols	3.02	1.01	0,771	0.394	
r20	The State will develop transparency protocols	3.03	1.04	0,772	0.304	
r21	The society will develop self-defense protocols	3.04	1.05	0,775	0.302	
r22	The State will develop pacification protocols	3.05	1.06	0,777	0.301	

Extraction method: main axes, promax rotation. Adequacy and sphericity ⌈X^2=213.24 (45gl) p=0.000; KMO 0,770⌋M=Average, DE = Standard Deviation, A=Crombach's Alpha, removing the value of the item, F1=Public Safety Expectations (21% of the total variance explained and alpha of 0,770), F2=Public Safety Consensus (16% of the total variance explained to alpha of 0.775), F3=Public Safety Responsibility (14% of the variance to t explained and alpha of 0.780). All the items are answered with five response options: 0=not at all probable, 1 =very unlikely, 2=unlikely, 3=moderately probable, 4=very probable, 5=quite probable.

Once the three factors that explain 51% of the total variance were established, we proceeded to estimate the structural model Figure 1.

The adjustment and residual parameters ⌈X_2=232.25 (23gl) p=0.007; GFI=0.890; CFI=0.880; RMSEA=0.009⌋ suggest the acceptance of the hypothesis, according to which the theories included in the reviewed literature will be able to explain the phenomenon of organizational lucidity in the local public administration in its heading of forced disappearance policies, care programs and strategies of crime prevention.
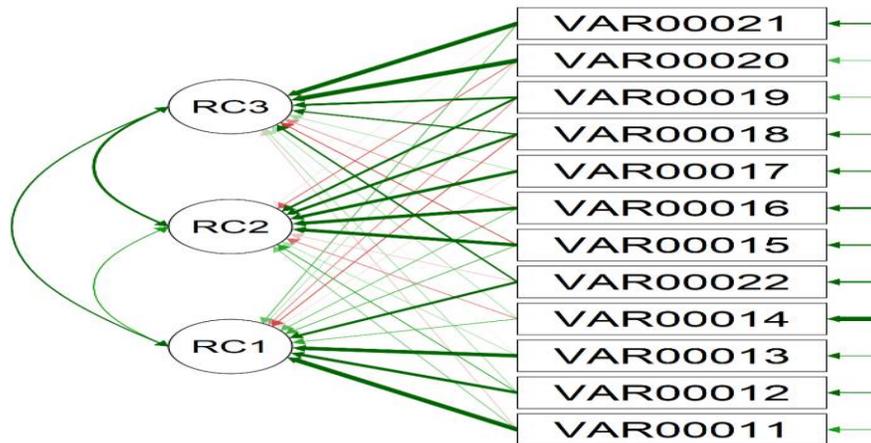
FIGURE 1
PATH DIAGRAM

Source: Elaborated with data study

DISCUSSION

The contribution of this work to the literature consulted lies in the specification of a model for the study of organizational lucidity, but the selection of information and the processing technique limit the scope of the model. It is recommended a review of the literature in international repositories such as Ebsco, Scopus or Copernicus to carry out a text mining and enrich the model of organizational lucidity.

Regarding the study by Carreón & García (2017) in which professional training is based on the identity and commitment of the employee or future leader to the organization, the present work has specified a model in which professional training would depend on culture, empathy and leadership because, if it is true that commitment agglutin the three factors, it is also necessary to say that these are three variables that underlie the climate of relationships in which vocational training is established.

Therefore, the study of vocational training as an indicator of organizational clarity is recommended as an organization that sought to balance internal resources and external demands must train their s future leaders with logic of sustainability.

CONCLUSION

The objective of this work has been to establish the specification of a model for the study of organizational lucidity in terms of its implementation in public safety, the policy of enforced disappearance of people, victim care protocols and prevention strategies. Crime, considering the reliability and validity of an instrument that measures the phenomenon in question.

Some limits of the specification of the model lie in the type of exploratory study, the type of intentional sample selection and the type of analysis of principal axes, reasons why it is recommended to extend the study to the contrast of the model in other scenarios and samples where they have implemented the protocols or will carry out the implementation of crime prevention strategies in the matter of enforced disappearance of persons and attacks against their freedom and integrity.

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