

Provide a Model for Assessing Financial Sustainability in the Social Security Organization¹

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Research Paper

Purpose

The social security system is considered a basic prerequisite for economic, social, and cultural development in any country and a lever with the importance of establishing social justice in the world's civil societies. Due to the high importance of the issue of financial sustainability assessment in the Social Security Organization, this study aims to identify the factors affecting the financial sustainability of the country's Social Security Organization and introduce strategies to improve the financial sustainability of the organization.

Method

Using the grounded theorizing method, through interviews with 19 experts by snowball sampling method, by reviewing the research literature and

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consulting with experts, interview questions were designed as semi-structured interviews, and data were collected. First, the demographic characteristics of the community will be presented, then in open coding, the smallest conceptual units in the qualitative data collected through interviews, based on the levels of causal, contextual, intervening, strategies and consequences in grounded theory strategy, with an exploratory approach. After open coding, in axial coding, separate categories are placed next to each other in a meaningful framework and the relationships between them, especially the relationship of the central category with other categories, are determined. In this study, the Strauss-Corbin paradigm was used for axial coding. After identifying the categories by axial coding, their importance can be determined by using the frequency of codes given to the categories. The software output related to the frequency of codes given to the categories is extracted separately for each of the interviewees in the relevant tables and figures. To integrate and present the model, after identifying the central category and relating other categories in the form of a systematic paradigm of data foundation theory, the designed model was refined and the main factors of action and research model were developed. The results of data analysis in software output tables and graphs will be presented according to the following steps.

- Demographic characteristics of the community, Open coding, Axial coding, Model reliability, Review of the categories obtained in the data method of the foundation, Selective coding (optional), Providing a paradigm model, Theoretical saturation

To integrate and present the final model, after identifying the central category and linking other categories in the form of the systematic paradigm of data foundation theorizing, the designed model was refined and the main factors were developed and the final research model was obtained as follows (figure 1). In different researches, different criteria for evaluating qualitative research, including research based on grounded theory, have been presented, and the findings of the present research have been evaluated through the member control method. Member control is a technique by which the researcher controls his / her findings with one or more of the subjects under

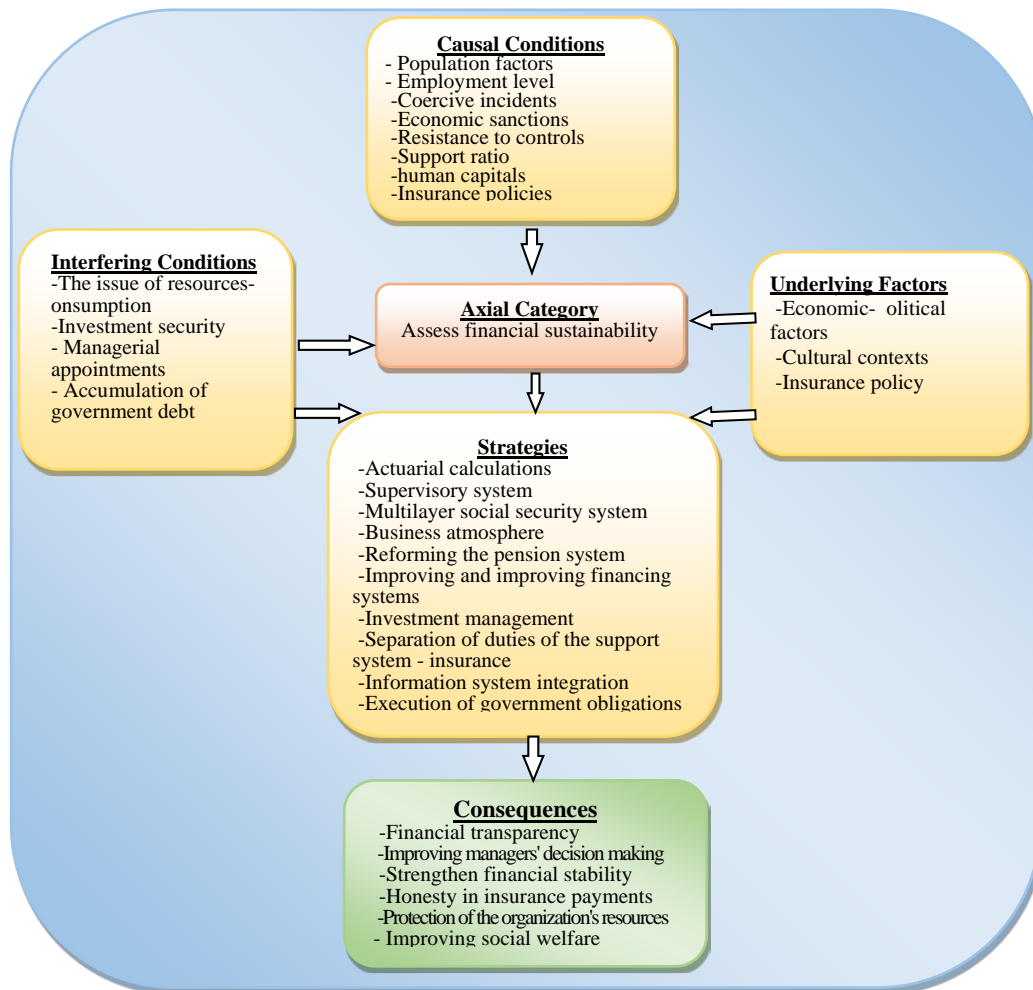
study, and this technique is used to confirm the researcher's interpretations. In the present study, to validate the research findings, the relevant model was presented to 7 participants and after discussion, their additional comments were received and applied. Also, the research findings were presented to 3 other financial sustainability experts who were not previously involved in the interview process and were reviewed, evaluated, and confirmed by them.

Results: Findings show that demographic factors, employment level, coercive accidents, economic sanctions, resistance to controls, support ratio, human capital, and insurance policies are considered as determining the financial sustainability of the Social Security Organization. Political-economic factors, cultural contexts, and insurance policy, resource-expenditure management, the appointment of managers, investment security, and government debt accumulation also affect an organization's financial sustainability. Actuarial calculations, regulatory system, multi-layered social security system, business environment, pension system reform, reform and improvement of financing systems, investment management, segregation of duties of the protection-insurance system, information system integration, and implementation of government obligations as strategies affect the financial sustainability of the Social Security Organization. The financial stability of the Social Security Organization improves social welfare.

Conclusion: Based on the research results, it can be said that to achieve financial stability, the Social Security Organization needs actuarial calculations, regulatory system, multi-layered social security system, business environment, pension system reform, financing system improvement, investment management, segregation. The tasks of the protection insurance system are to integrate the information system and to implement the government's obligations.

Contribution: Given the limited research that has been done in this field, this research provides a way to achieve financial sustainability through science, improving managers' decisions. The results of this study also expand the accounting literature in the field of financial sustainability and social security organization.

Figure (1): Social Security Organization financial sustainability assessment model



Keywords: Financial Stability, Assessing Financial Sustainability, Financial Stability Model and Social Security Organization.

JEL classification: Q56, H55.

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