

Designing a Development Model for Agile Process Implementation Policies Based on Social Capital in the Banking System: A Grounded Theory Study

Dariush. Sahebazar¹, Mosa. Razavi Chaman Zamin^{2*}, Hossein. Ganjnia³, Mehran. Nasirzad⁴, Morteza. Hazrati⁵

¹ PhD student, Department of Management, Astara Branch, Islamic Azad University, Astara, Iran

² Assistant Professor, Department of Management, Astara Branch, Islamic Azad University, Astara, Iran


³ Assistant Professor, Department of Management, Rasht Branch, Islamic Azad University, Rasht, Iran

⁴ Assistant Professor, Department of Accounting and Management, Astara Branch, Islamic Azad University, Astara, Iran


⁵ Assistant Professor, Department of Accounting and Management, Bandar Anzali Branch, Islamic Azad University, Bandar Anzali, Iran

* Corresponding author email address: Mo.Rezvani@iau.ac.ir

Editor

Aliakbar Aminbeidokhti¹
Educational Administration, Faculty
of Psychology and Educational
Sciences, Semnan University,
Semnan, Iran
kafashpor@um.ac.ir

Reviewers

Reviewer 1: Hamid Rezaiefar¹

Assistant Professor, Department of Management, Birjand Branch, Islamic Azad University, Birjand, Iran.

Email: h.rezaiefar@iaubir.ac.ir

Reviewer 2: Rezvan Hosseingholizadeh¹

Associate Professor, Department of Educational Management and Human Resource Development, Ferdowsi University of Mashhad, Mashhad, Iran. Email: rhgholizadeh@um.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

Strengthen the theoretical framework by drawing on existing theories in agile methodologies, social capital, and organizational change. Clarify how these theories intersect to inform the development of agile implementation policies in banking.

The literature review provides a general overview of agile methodologies and social capital but does not critically engage with the body of work on agile implementation in the banking sector or the specific role of social capital in facilitating these processes. Expand the literature review to include a critical examination of studies on agile process implementation in banking, with a specific focus on the role of social capital. Identify gaps that your study aims to address, thereby establishing a clearer rationale for the research.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:

The manuscript briefly describes the grounded theory approach but lacks detail on the data collection process, sample selection, and specific analytical procedures employed. This information is crucial for assessing the validity and reliability of the research findings.

Provide a more detailed description of the research design, including participant selection criteria, data collection methods (e.g., interviews, observations), and the step-by-step process of data coding, theme development, and model construction as per grounded theory methodology.

The results section presents themes and model components but does not sufficiently link these findings to the study's theoretical framework or the broader literature on agile processes and social capital in banking. The interpretation of data lacks depth in explaining how the findings contribute to understanding agile policy development.

Enhance the presentation and interpretation of findings by systematically linking identified themes to the study's theoretical concepts and existing research. Discuss the implications of these themes for policy development, highlighting how social capital influences agile process implementation in banking.

While the study aims to inform policy development in banking, the practical implications and recommendations for banks and financial institutions are not clearly articulated or directly derived from the study's findings. Clearly articulate the practical implications of your findings for banking executives and policy-makers. Offer specific recommendations for developing and implementing agile policies, emphasizing the role of social capital, based on the grounded theory model developed in the study.

The manuscript briefly acknowledges limitations but does not explore their implications for the study's findings or outline clear directions for future research. Provide a comprehensive discussion of the study's limitations, including considerations related to sample diversity, the generalizability of the findings, and potential biases. Propose specific areas for future research to further explore the relationship between agile methodologies, social capital, and banking system efficiency.

Authors revised the manuscript.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.