



# Development of a model of the components of sociological factors affecting the employment of two vulnerable groups (female heads of households and people with disabilities)

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## Abstract

**Aim:** The current research aimed to develop a model of the components of sociological factors affecting the employment of two vulnerable groups (female heads of households and people with disabilities). **Methods:** This applied research utilized the Delphi technique and involved a sample of 13 experts in the fields of employment and sociology. The data analysis was conducted using Shannon's entropy method and descriptive statistics (mean, frequency, etc.). **Results:** The Delphi panel members identified and analyzed employment issues for people with disabilities and female heads of households, which were compiled into 5 dimensions and 18 thematic components. Based on the research findings, the Delphi panel members proposed questionnaires in three stages related to the employment of people with disabilities and female heads of households. Ultimately, the psychological dimension was assigned the highest importance weight (0.05618) and the cultural dimension the second highest (0.05578), while the political dimension had the lowest weight (0.05420). Among the components examined, personal independence (weight 0.05645), self-efficacy (weight 0.05633), and cash and non-cash facilities (weight 0.05628) had the highest weightings in terms of employment of these two vulnerable social groups. The implementation of quotas (weight 0.05309) and economic security (weight 0.05451) had the lowest weightings, respectively.

**Conclusions:** The findings indicated that psychological/individual dimensions, including components such as personal independence, self-efficacy, collective participation spirit, and psychological security, are the most influential factors in the employment of female heads of households and people with disabilities.

**Keywords:** Sociological, Employment, Head of household woman, disabled people, Delphi method.

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