

# Exploratory model of intention to vote in the COVID-19 era

Cruz Garcia Lirios

Universidad Autónoma del Estado de Mexico

\*Correspondence Author: Cruz Garcia Lirios, Universidad Autónoma del Estado de Mexico

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## Abstract:

Organizational lucidity and social responsibility corporate are two processes that explain the propensity of employees to support their companies and politicians linked to it in an electoral contest, but when these voters perceive that rather the government authorities limit the ecological initiatives of the companies, then their preferences, intentions and suffrages they opt for alternative options to those of the government candidate in turn. Therefore, the objective of this paper has been to establish the reliability and validity of an instrument that measures the expectations and intentions of voting in favor of candidates that respect the environment to be able to contrast a model for the integral study of the phenomenon in different contexts and samples. From a structural model It was observed that the expected risks and benefits directly predict and indirectly through the expectations of consensus and dissent to the intention to vote in favor of a candidate of the current administration, or to an alternative candidate. Research lines are recommended concerning the provisions of the voters with respect to local environmental norms and values.

**Keywords:** Lucidity; responsibility; expectations; intentions; model

## Introduction

Lucidity, understood as the organizational process in which stability, balance and emotional maturity are achieved by leaders and followers in the face of challenges and opportunities, is the object of investigation of this work. The dilemma of serving the organization or behaving according to certain ethical principles. 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. 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. 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 likely relationship between a woman who was not blind in the epidemic that hit the city four and the blank vote, says phrases and performs actions that may be the content of organizational lucidity. 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 a 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 naïve 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, naïveté and sarcasm to act against the institution. In fact, being lucid means at least oscillating between personal principles and institutional rules. In relation to corporate social responsibility, pro-environmental behavior and voting intention in favor of sustainable proposals has been addressed from the attachment to the place and the quality of life, indicated by environmental satisfaction. In this sense, those who have a greater attachment to the place not only carry out low-intensity pro-environmental behaviors such as the separation of waste, but

also involve themselves in civil organizations that influence public plaza conservation policies. The theoretical and conceptual framework in which the organizational lucidity explained is the work culture, which includes four dimensions: 1) collaborative, 2) hierarchical, 3) adhocratic and 4) Mercadocratic. 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 because individualism diminishes and limits collaborative lucidity insofar as it highlights personal virtues without associating them in a work team [1]. 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 oriented to the differentiation between leaders and followers [9]. 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 [7]. 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 [2]. 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 [10].

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 [1].

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 exceed the demands external to the organization [1]. 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 [5].

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 a

collaborative work culture in which sustainable leadership generates a unidirectional communication that everyone respects, but with a motivation to achieve that many recognize and take to heart [3]. 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 [6]. 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 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 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. In relation to corporate social responsibility, the organizational lucidity has been studied from favorable behavior to the environment, therefore, the preference and the intention to vote in favor of ecological administrations are linked. Groups of surfers with non-surfers and found significant differences with respect to low effort (waste separation) as a high effort (activism) around conservation, concluded that recreational groups are more prone to conservation environmental, reaching high levels of satisfaction with the surfer experience. The recreational and conservationist groups that supported candidates promoting the vote, influenced the intentions of local voters. To the extent that the image of the candidate is close to recreational and conservationist groups, the intentions of voting in favor of their proposals increase. The image of candidates that determines the electoral preferences and intentions lies in a) promises of conservation of recreational and tourist spaces; b) moral support to recreationalist and conservationist movements; c) management of spaces for recreation and recreation; d) experience in the administration of protected areas. Since

the image of the candidate is the predictor of the intention to vote, consensus expectations about its performance and the expected benefits of such performance suppose predictors of voting intention and pro-environmental behavior.[11] established a direct relationship between the intention to vote with respect to the expected benefits and expectations of consensus around the image of candidates as responsible and environmental leaders in social networks. Will the theories about lucidity and corporate responsibility explain the expectations of a sample of voters in a municipality with respect to the image of candidates and intention to vote in the presidential elections to be held in 2018. Voters residing in the municipality with a positive image of the candidates will have an intention to vote in favor of those who include proposals for subsidies and forgiveness to victims. Expectations about the presidential elections to be held in 2018 will not be related to an image and unfavorable vote intention to any candidate, even if some directly or indirectly support victims.

## Method

A documentary study was carried out 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.

A non-experimental, exploratory and transversal study was carried out.

A non-probabilistic selection of 320 residents of two municipalities of the State of Mexico was carried out. The time of residence, the elector's credential and the vote in previous elections were considered. 70% of the interviewees are men and the remaining 30% are women; 52% are under 18 years old, 33% are between 19 and 29 years old, the remaining 15 are between 30 and 65 years old. 40% completed primary school only, 24% completed secondary school, 19% completed high school and the remaining 17% completed a university degree. 62% entered less than 3500 pesos per month, 28% entered between 3500 and 7000 pesos per month and the remaining 10% entered more than 7000 pesos per month. 80% do not have a bicycle and the remaining 20% have a bicycle, but only 5% use it for transportation.

The Expected Consensus and Expected Benefits Scale of [11] was used, which measures the image of politicians around proposals for sustainable mobility or zero emissions, focused on the utility of the bike path or cycle paths, parking and road safety. Includes 21 items with six response options ranging from 0 = not at all likely, 1 = very unlikely, 2 = unlikely, 3 = neither unlikely nor probable, 4 = not very likely, 5 = very unlikely.

The intention to vote scale was used, which includes 28 items related to 1) the management of sustainable mobility or zero emissions and 2) the administration of transport safety. It includes six response options ranging from 0 = not at all likely, 1 = very unlikely, 2 = unlikely, 3 = neither probable nor unlikely, 4) unlikely, 5 = very unlikely.

Residents were surveyed at their home, considering the proximity to the bike path or cycle path, as well as some other transport and mobility system, guaranteeing in writing the confidentiality of their data and the anonymity of their responses, as well as the warning that the results of the study would not affect their quality of life in terms of transport, mobility and safety. The information was processed in SPSS version 17.0 and AMOS version 4.0 Reliability estimates were made with the Cronbach alpha parameter to establish the internal consistency of the instruments. Validity was calculated with an exploratory factorial analysis of principal axes with promax rotation to reduce data and establish factors. Correlations were made between socioeconomic factors and scales of expectations and intentions. Multiple regressions were estimated to observe the dependency relationships between the factors and an analysis of variance was calculated to establish differences between the groups. A dependency relations model was contrasted, understood as the representation of the axes and trajectories of the variables used in the literature review. In this sense, the five axes and trajectories related to organizational lucidity.

## Results

Table 1 shows the psychometric properties of the instrument, the general scale (alpha of 0.775) and the subscales of expectations and intention to vote (alphas of 0.785; 0.790; 0.780) as well as its level of reliability above the minimum required (alpha of 0.700).

R	M	D	A	F1	F2	F3
r1	3.12	1.13	0.741	0.339		
r2	3.29	1.01	0.734	0.382		
r3	3.58	1.03	0.725	0.301		
r4	3.01	1.05	0.733	0.367		
r5	3.62	1.23	0.762	0.321		
r6	3.94	1.15	0.775	0.323		
r7	3.26	1.92	0.745	0.335		
r8	3.25	1.03	0.721		0.346	
r9	3.01	1.04	0.732		0.353	
r10	3.28	1.25	0.748		0.306	
r11	3.94	1.94	0.721		0.301	
r12	3.05	1.23	0.716		0.361	
r13	3.12	1.75	0.743		0.305	
r14	3.96	1.83	0.731		0.341	
r15	3.12	1.23	0.731			0.305
r16	3.45	1.15	0.765			0.384
r17	3.67	1.29	0.744			0.391
r18	3.24	1.04	0.735			0.326
r19	3.56	1.26	0.723			0.305

r20	3.49	1.04	0.762			0.325
r21	3.01	1.36	0.711			0.315

**Table 1. Instrument descriptions**

R = Reactive, M = Mean, SD = Standard Deviation, A = Cronbach's alpha by removing the value of the item. Extraction method: main axes, promax rotation. Adequacy and sphericity [ $\chi^2 = 342.23$  (21gl)  $p = 0.000$ ; KMO = 0.789] F1 = Expectations risks and benefits (25% variance total explained and alpha 0.785), F2 = Expectations and discrepancy (21% of the total variance explained and alpha 0.790), F3 = Intent voting (15 % of the total variance explained and alpha of 0.780). All the items are answered with one of five options: 0 = not at all probable, 1 = very unlikely, 2 = unlikely, 3 = moderately probable, 4 = very probable, 5 = quite probable.

Once the factors that together explained 61% of the total variance were established, we proceeded to estimate a model of reflective relationships with the dependency relations among the three factors (see Table 2).

	F1	F2	F3	F1	F2	F3
F1	1,00			1,891		
F2	,652***	1,00		,636	1,894	
F3	,546*	,526**	1,00	,657	,543	1,934

**Table 2. Correlations and covariations**

Source: Elaborated with data study; F1 = Expectations Risk & Benefits, F2 = Expectations & Discrepancy, F3 = Intent Voting: \*  $p < ,01$ ; \*\*  $p < ,001$ ; \*\*\*  $p < ,0001$

The adjustment and residual parameters [ $\chi^2 = 432.25$  (20gl)  $p = 0.009$ ; GFI = 0.990; CFI = 0.995; RMSEA = 0.008] suggest the acceptance of the null hypothesis relative to the theoretical explanation of expectations and voting intentions as indicators of an organizational lucidity and corporate social responsibility disseminated among the surveyed employees.

## Discussion

The contribution of the present work to the consulted literature lies in the specification and contrast of a model for the study of organizational lucidity and corporate social responsibility in three indicators of expectations and intentions to vote in favor of ecological proposals, but the selection of the information and 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.

In relation to the study of [11] in which they demonstrated the incidence of the expected benefits on the intention to vote, this study has shown that the use of the bicycle is the predictor of the intention to vote. The use of the bicycle when being linked to a recreation determines the support to candidates with experience in management and administration of spaces and systems of sustainable transport or of zero emissions, as well as of politicians with an image of cycle path users.

The prediction of the intention to vote based on an indicator of pro-environmental behavior such as the use of bicycles, although the activity is inserted in a recreation rather than a mode of transportation, limits the results of the study to the sample due to the intentional selection and the type of exploratory study.

It is recommended to carry out a confirmatory study of the established dimensions with a representative sample selection to establish the prediction of the intention to vote based on a pro-environmental behavior used as an image or screen by a political candidate to obtain the vote of the voters, or well, at least the management of a bike path as a determinant of electoral preference and intention.

Regarding the study by Carreon & 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 future leaders with a logic of sustainability.

## Conclusion

The objective of this paper was to establish and contrast a model for the study of lucidity and corporate social responsibility in a sample of residents of a municipality on the eve of federal elections.

However, the type of exploratory study, the type of intentional sample selection and the type of factor analysis of principal axes with promax rotation limit the results of the study to the context and to the sample of the investigation.

It is necessary to carry out a confirmatory study of the axes and trajectories of dependency relations between the variables of expectations and voting intentions with respect to lucidity and corporate social responsibility to be able to observe these relationships in other contexts and different samples to the study.

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