Organizational Climate And Social Security In Institutions

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Abstract:

This article aims to link the organizational climate as an important variable that interferes with the identification and control of behaviors and levels of satisfactions at the institution's social security, which is important too because it's one of the basics needs of the individual that will cause issues in the institution and hinder the professional life of the individual, where these two others are directly linked to each other alls for increasing and decreasing one according to the other, And we are going to highlight This point ; through showing how does the organizational climate effects the social security through elaborating the compatibility of the constitution of each of them.

Keywords: organizational climate; social security.

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1. Introduction:

Man lives a normal life if he can provide of his basic needs, and the well-being of life increases as he can achieve greater needs, but there are needs without which life is not upright, including the need for security, and branching out from the latter several types covering all areas of human life, most notably social security, which corresponds to the innate nature of man as a social being, so the individual had to have it in any area where he is active and expresses his social being, and in this context Work is the most important area of human activity where the individual spends most of his time in it, it is an important field in his life and one of the most important means by which he achieves his needs, so his environment must have security in his public and private meanings.

Social security here in this position at work, to say and determine in institutions, is by providing its basic elements that we may see clear in the organizational climate, which is one of the most important determinants of behavior and satisfaction, in order to correspond its basic dimensions to the dimensions of social security, the first of which can be characterized by the process of "mobilization" as the presence of characteristics and components of the dimensions of social security in the organizational climate is sufficient to exist, so the operators of institutions must fill the shortcomings of dimensions which are In fact, they are elements and requirements for social security.

The question we ask to accompany this idea, to which the answer will be an explanation, is:

➢ How does the organizational climate affect social security in institutions?

➢ From this question, a set of questions is branched out as follows:

➢ What is the role of physical conditions in achieving social security?

➢ What is the role of professional safety in achieving social security?

➢ What is the role of human and social relations in achieving social security?

➢ What is the role of regulatory justice in achieving social security?

2. Inputal basics to clarify the concepts of the subject

To clarify the concepts and to say their definition is very important in allocating subjects and moving them from public space to the paths of privacy, not to mention being a guiding compass that studies of different types are conducted without them, especially in their procedural cracks in which the researcher, scholar or surplus in the field of scientific research determines his research orientations and actual purposes of starting to address his problems presented or his scientific objectives, which we have to identify, to clarify our problem as follows:

2. 2.1 organizational climate:

3. 2.1.1 Climate languuistically:

According to the dictionary of the mediator, the word "anach : (Arabic pronunciation of climate) " in the place : means that he stayed in it and it is means also : residence.

As for the climate, it express in the dictionary the place of residence, and when we say the climate of the country, it means the state of its atmosphere, for example, indicates that the climate of this country is hot or humid and so on.... (Complex, 2004, page 961)

From this linguistic point of view, the climate is all that surrounds the information, whether it is spatial or human, so we find that the climate in the language, far from its verbal and inference origin, means the set of circumstances in which the individual lives, we may say also environemment, and atmosphere as well. (Qaqoub, 2008, page 13).

4. 2.1.2 organizational climate : idiomatically :

Al Amian define the organizational climate as: "a social environment or the overall social system of a group of workers within a single organization, which includes culture, values, customs, traditions, norms, behavioural patterns, social beliefs and different ways of working that affect human and economic activities within the organization" (Al Amian, 2002, p. 305).

The organizational climate is also defined as a intermediate variable between job requirements and the needs of individuals because it affects workers, which may lead to stimulation or frustration of their motivation (Hammoud, Lozi, Shihabi, 2009, page 258).

The first is a descriptive definition that identifies the elements of the organizational climate, but the second definition is functional, as it identified the location of the regulatory climate, referred to its impact characteristics and provided an example.

In contrast to these two identifiers, Mohamed Al-Qurauti defines the organizational climate as: "A description of the

characteristics and features of the internal working environment in all its dimensions and elements, which have a degree of relative stability and the excellence of the organization itself, where workers recognize and understand it, reflect on their attitudes and values and push workers to adopt certain behavioural patterns" (Al-Qaryuti, 2012, p. 169). This means that the organizational climate is a reflection of the internal working environment in all its elements, which is one organization and another, and this definition has pointed to an important characteristic: that the organizational climate is characterized by a kind of stability and relative stability.

Thus, the organizational climate is a regulatory factor affecting the activity of individuals by urging workers to achieve the organization's objectives such as increasing productivity rates and maximizing profits and in return may have a negative impact on individual satisfaction and performance.

2.1.3 Procedural definition of the organizational climate:

The organizational climate according to our research orientation refers to all organizational conditions (social, physical, administrative conditions) surrounding working individuals and affecting their behaviors and reflected in their levels of psychological and organizational needs such as the feeling of social security.

2.2 Social Security:

2.2.1 Security languistically: Social Security is a complex concept consisting of two words, security and the character of the type "social"

The term security is used in Arabic in the sense of reassurance and fear, and it is said that it is safe and secure if it is reassured and not hidden (Cockroach, 2015, page 9).

The social vocabulary of the meeting and its origin in the language came from the verb collected and indicates the association of the thing (Ibn Fares, 1979, page 479), and according to the dictionary of social sciences, the social word is defined as "attitudes in which there is mutual influence between parties with ties and relationships" (Eid, 2016, p. 51).

2.2.2 Social Security idiomatically:

There is no agreement between intellectuals and scholars to define social security in a specific form as a result of the differences in the disciplines and dimensions based on the definition and below we will try to present a number of these definitions.

First, the UN Humanitarian Security Committee defined that security "means protecting the basics of survival in a way that promotes human rights and freedoms and eliminating all threats to the political, economic and social security of individuals by focusing on institutional reform at all levels: local, regional and global" (Al-Assasfa, 2018, p. 391). This means that security is not only politically linked, but also economic and social, as well as protecting the rights and freedoms of individuals from any threat.

While social security means a fundamental need for individuals and a necessity to build and develop society and a safety valve for its survival, there is no security without stability and no civilization without security (Radwan, Said, Al-Jayar, 2019, p. 33). This definition indicates that the availability of social security is one of the most important conditions for the building and stability of society

Ihsan Mohammed al-Hassan's definition of social security states: "The safety of individuals and groups from internal and external dangers" (Al-Hassan, 2009, p. 67).

As for social security in the institution, it is considered the essence of the healthy social presence of the individual and the real, as it directly contributes to the creation of realistic and satisfactory application procedures for the worker of the institution (Arar, 2015, p. 368).

It is clear from this definition that social security is achieved with the worker's consent and safety.

Social security in the institution also indicates that the individual in his social life within the institution has rid himself of all restrictions resulting from the domination and control of a group in the institution with organizational or administrative privileges, which threaten the freedoms of individuals and diminish their rights, whether political, such as participation in decision-making and economic as their financial and annual returns... Finally, their rights to social services such as housing, transportation and occupational health (Arar, 2015, page 369)

This definition shows that achieving social security is linked to respect for the rights and freedoms of individuals and freedom from all forms of bullying of the individual by officials within the institution, in addition to giving them their rights to social services.

2.2.3 Procedural definition of social security:

The safety of individuals or working groups from all risks and concerns, while ensuring that they enjoy all their rights and freedoms within the organization.

3: The importance of social security:

3.1 for the individual:

The need for social security is the individual's engine towards positive behaviour;

> Social security provides a sense of family stability and social harmony;

- Social security helps to provide a sense of stability in a suitable stable housing and a permanent livelihood(Al-Assasafa, 2018, p. 393) and is achieved in accordance with the principles of Z theory by emphasizing the principle of lifelong employment for workers (Al-Kubaisi, 2004, p. 114).

Social security provides the individual with a sense of confidence, reassurance, security and security;

We can reduce the importance of social security to the individual in being an important basis for psychological safety, stability and social integration by achieving basic human needs, which are already one of the most important.

3.2 For the organization:

> - A sense of security is the basis for success and creativity, and a necessity for the intellectual production of any individual because this feeling always drives him to creative work(Al-Sa'ira, 2009, p. 7).

Security stabilizes social relations, providing an opportunity to better organize and optimize the exploitation of human and natural resources;

Security stabilizes the implementation of investment projects, as the human factor can operate only in safe and stable conditions;

- Provides a state of security and stability that affects the efficiency of material and human factors and means of production (Radwan, Saeed, Al-Jayar, 2019, page 35).

The availability of social security in the organization makes individuals feel good, and morale increases their motivation to do business efficiently and effectively.

While the availability of social security in the organization plays a role in achieving its objectives and ensuring its stability and the stability of working human resources, social insecurity means that individuals are unable to satisfy their needs, leading to poor performance, low productivity rates and poor service levels, and insecurity can destabilize and sustain the Organization.

4: Dimensions of social security in organizations:

The reality of social security within any institution linked to the existence or achievement of five dimensions that make the worker feel comfortable, reassured and psychologically and socially stable:

4.1 Physical dimension:

This dimension aims to provide and meet the basic needs of individuals that ensure a decent life, upgrade services and improve living standards, create jobs and focus on developing capabilities and skills through education, rehabilitation and training programmes (ALNASI, 2021, p. 853).

For the success of the physical security policy within the organization, a range of characteristics should be provided, including:

Securing sub-establishments and their contents for the workers to carry out their duties;

Ensuring the security of networks and communications between different levels;

Security of applications and data, that enhance the confidence and objectives of individuals and groups in the organization (Arar, 2015, page 372).

In addition to these characteristics, the physical dimension of ensuring social security in the enterprise refers to other elements that must be verified in relation to the wages of workers, which must be within the limits that allow workers to provide their living supplies, at which point they relate to levels of variables of satisfaction and job loyalty as well, and in addition to wages, the quality of social services provided differentiates in the levels of social security in the institution, especially in the social security extensions from the enterprise environment to the social environment, and more importantly The stimulation process, particularly physical, is essential and indispensable to achieve the physical dimension of social security in the institution.

4.2 **Political dimension:**

This dimension represents the interactive patterns that must be applied with workers for social security, which must not be outside the scope of politics and flexible, non-dictatorial and unjust dealings, and this dimension can be achieved through the following:

Reflecting the principle of participation in decision-making and decision-making, giving workers freedom of expression, expressing opinions and presenting ideas, while respecting those proposals, the principle of participation is a democratic requirement in

management that enables workers to develop their abilities and increase their sense of confidence and self-esteem;

Empowering of employees: by giving them the power and authority to make decisions and carry out job tasks without reference to the direct supervisor (Al-Banna and Al-Khafaji, 2014, page 25). This helps them developing their abilities and encourages them to take responsibility and increase self-confidence;

4.3 Social dimension:

It aims to provide security for workers and working groups to the extent that it further develops a sense of belonging and loyalty to the institution, in addition to increasing the ability of the institution to instill morale in workers, increasing the sense of social responsibility towards the institution and its achievements, and respecting its regulatory laws, which build the identity of the institution and stereotype the affiliation of workers (Arar, 2015, p. 372).

Among the strategies through which the Foundation seeks to achieve this dimension are:

- Working team system: encourages workers to cooperate and support and creates positive relationships, which contributes to creating a positive regulatory climate.

Creating a organizational culture that contributes to satisfying psychological and social needs and contributes to promoting a sense of common identity.

4.4 Organizal environmental dimension:

This dimension aims to provide a safe working environment free of all forms of threat and risk to all members of the organization, which can

occur as a result of poor physical conditions (heat, lighting, noise...), as stipulated in labour laws and legislation.

One of the rights of workers is to provide fair and satisfactory working conditions that maintain their health, physical and psychological integrity and enable them to do their work efficiently, as the European Social Charter stressed the need for States parties to undertake regulations on occupational safety and health as well as appropriate means of monitoring them, as well as consultations with employers' and workers' organizations to improve security, health and occupational safety (Mamoni, 2019, p. 46).

4.5 Moral dimension:

This dimension is achieved through the organization's respect for workers and its teams and its dedication to a culture of respect through respect for ideas and opinions and the principle of mutual trust between employees and management interested in the development and development of the capabilities of workers, and seeking to modify behavioral deviations and promote positive ones, and has aimed most of the modern and modified theories of organization to apply the principles of moral dimension in the functioning of institutions due to the positives and privileges that exist in it as the basis of its success and leadership.

5: The role of the organizational climate in achieving social security in the organization:

The relationship between the organizational climate and social security is determined by the relationship between cause and effect as the organizational climate is one of the most important determinants of social security, only the theoretical and logical reality whenever the institution has a positive and healthy climate of various dimensions of

the problem, which we referred to in the previous element the higher the levels of social security in individuals and vice versa the negative the climate of work the less people feel security within the institution.

From this applied, absolute and existential relative assumption, based on the dimensions of social security, we can determine the role of the organizational climate in achieving social security by synchronizing the impact of the dimensions of each of the variables in each other, as follows:

5.1 Role of physical conditions and social security:

Physical conditions consist of lighting where they should not be excessive or inappropriate, in addition to ventilation, air conditioning and heating, and even physical equipment such as furniture and other fire fighting tools and providing them, and also provide first aid which must not be expired

In physical conditions, service and entertainment such as water bottles, canteen, restaurant, rest rooms, parking spaces and green spaces are included within the organization.

The availability of these conditions is an incentive to encourage workers to work more and be satisfied by reducing work injuries and accidents, thereby providing security for the working individual who cannot do without it (Abu al-Nasr, 2012, p. 264).

A regulatory climate in which physical conditions are available and adapted is one that ensures the safety of its employees, as it ensures security in one respect.

5.2 The role of a culture of professional safety in achieving social security:

The culture of occupational safety is often in factories due to the nature of industrial activity surrounded by risks such as working in high-temperature ovens, and with the expansion of these areas of use of this culture, the latter is no longer linked to industrial enterprises only because the industrial environment is no longer the only environment that poses a threat and a threat to the health and life of the worker, especially with the consequences of the spread of covid virus 2019, which has affected all social institutions of all activities of industry or Educational, formative or health in the first place.

Occupational safety and health are defined as all steps and procedures that achieve a safe working environment free of all hazards and causes of accidents, in which diseases, fatigue, damage and loss of funds are lacking while keeping production elements safe from all hazards (Sharara, 2016, p. 13).

The answer to "The question of how does a culture of professional safety contribute to social security?" The idea of this element is as follows:

5.2.1 Culture of commitment to the application of professional safety measures by employees:

Adherence to these measures is a collective, not an individual, responsibility because failure to comply with them exposes the non-committed and even those who are committed to the risks and threats to their safety and health, i.e. it constitutes a state of insecurity for them.

5.2.2 Culture of care and commitment by managers:

En8hancing the value of self-control among workers by enhancing trust and honesty and developing a sense of responsibility for the working individual;

Periodic inspection is an essential element of any occupational safety programme: periodic inspection of various work sites to ensure that everyone complies with safety instructions and conditions; (Al-Barnouti, 2004, p. 478)

The allocation of a supervisor (or supervisors) in each work environment to be a health and safety specialist with the responsibility of providing safety requirements and reducing accidents;

Allocation of warehouses for flammable materials away from workers' gathering places;

Providing first aid funds to deal with minor injuries quickly at work sites;

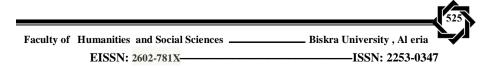(Abdul Khaleq, Al-Fadhali, Jamal, 2019, p. 320)

- Select workers whose culture corresponds to the organization (Sharara, 2016, page 17). This contributes to their increased acceptance and non-opposition to a culture of professional safety;

5.2.3 Training workers in proper behavior:

The training and training process received by workers is a means used by the Foundation to reproduce and teach the culture of safety of its workers, to contribute in their role in transferring this culture to the new arrivals (Ashouri, 2019, p. 61)

Staff are trained in how to perform their tasks and use prevention methods to reduce their exposure to accidents or diseases and the purpose of the training is to change behaviors and this requires identifying the areas of training and the people who need it.

5.2.4 Awareness and media activities

This is through workers' introduction to ways to avoid threats, including lectures, distribution of information materials, the placement of banners in different places and other means that remind workers of the need to protect themselves. (Bernouti, 2004, page 477) such as placing pictures of hand swastikas, images of muzzle wear, social spacing and others in addition to:

- Creating awareness among workers: with regard to safe methods and methods of work and adherence to safety rules that support their safety and professional health as well as contribute to raising their morale and self-confidence, thereby increasing their productivity

- Encourage workers to apply instructions: using protective clothing, glasses and masks to protect them (Salama, 2017, pages 99-100)

Considering that the health aspect of workers is one of the dimensions of social security, the culture of professional safety of individuals is among the organizational procedures and mechanisms through which the institution seeks to protect the health, life and professional future of workers and thus achieve their sense of social security, when the work results in physical disability such as loss of hearing or sight, organ of the body, or psychological disability there is no social security.

5.3 The role of human relations in achieving social security:

The concept of human relations is used in the organization to refer to those relationships that involve creating an atmosphere of trust, mutual respect and cooperation between management and individuals (Bonwa, 2016, p. 17)

Organization workers build their ties of relationships and associations for various reasons, which may be economic or social reasons and, most importantly, all aim to satisfy their needs, and the reasons why

workers join working groups or form groups, access to security and protection (Al-Saira, 2019, p8) good, friendly and honest relationships that prevail and are based on trust, joint cooperation along with mutual support and encouragement, and attention to problems facing individuals. Working to resolve them in objective ways contributes to a positive climate of work free of tension and conflict among members of the working groups, as Dr. Jaguli Yusuf pointed out (Jagoulli, 2012, p. 305)
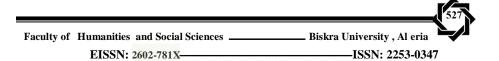
Thus, relationships based on trust and mutual respect between employees and management on the one hand and between workers on the other contribute to creating a positive working atmosphere, which entitles working individuals to feel secure.

5.4 The role of organizational justice in achieving social security

Since security is the goal of justice and justice as a way of security, justice is one of the most important means of achieving social security in general and in the organization in particular, going back to the history of social and labor revolutions, we find that the demand for justice exists in most of its slogans because the sense of injustice and inequity prevents a sense of security due to the emergence of conflicts, which creates an atmosphere of tension and instability.

Organizational justice has three dimensions and with these dimensions, a sense of social security is achieved:

Distribution justice: Based on employees' organizational outputs of salaries, rewards, incentives, and workload, this form of justice is based on individuals' beliefs that they have received quantities of work results that have been distributed fairly (Kresna and Bouatout, 2021, p. 136). The application of justice in distribution creates a sense of

satisfaction with the job that has an impact on the motivation for accomplishing tasks.

Fairness of procedures: According to Al-Taie Ali and Razuki Azzam, the fairness of the proceedings is considered not only to rewards but also to penalties, but also to justice in decision-making procedures, leadership processes, satisfaction with the complaints system, performance evaluation procedures, sanctions, etc., when these procedures are fair, the outcomes of the punishment are positive (Fadhil, Boufalja, Zayed, 2019, p. 295-296)

Fair dealing: This form relates to the degree to which workers feel fair to the treatment (humane and organizational) they receive when the procedures are applied to them and this form contains two aspects:

The first aspect is the treatment of individuals by presidents.

The second aspect relates to providing an appropriate explanation of decisions to individuals affected by them (Kresna and Bouatit, 2021, page 137).

The lack of democracy in dealing and decision-making, discrimination and unfair evaluation and the application of procedures among workers such as punishing one worker and not punishing others, all these factors pose a threat to the security and stability of the workers in the organization, which leads them to feel fear and insecurity, and in return a good assessment based on scientific and objective foundations that take into account the principles of equality and justice leads to the creation of positive feelings, a sense of psychological security and job satisfaction that entitles to a sense of social security.
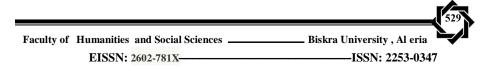
6 conclusion:

In sum, research on topics interested in relationships and determining the levels of impact and its presence between variables in regulation is not limited to examining direct relationships and goes beyond importance when focusing attention on complex impacts that may seem far from clear and near assumptions, just like the impact of the regulatory climate on social security as a mechanism for achieving social security in order to achieve it in institutions, given a range of considerations we have tried to address in This subject,

The issue of the link between the regulatory climate and social security is essential as the woman reflecting the path of security, which in any case requires strengthening the processes of managing the regulatory climate, by trying to provide maximum and basic elements of the dimensions of social security in the institution in the organizational climate prevailing in its basic dimensions. The process here is a security process that includes important dimensions in the organizational climate, from the processing of physical conditions, to the provision of professional safety to healthy and sound interactions based on relationships. Humanity and socialism, which in turn are based on trust, loyalty and consensus and reflect the lack of conflicts and tensions, particularly in the face of the availability of a variable of organizational justice that also reflects the organizational climate of social security components, it is impossible to have social security in a negative regulatory climate and vice versa.

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