

The Importance of Activating the Stock of Skills by the Employment Agencies - Tindouf Branch -

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أهمية تفعيل مخزون المهارات من قبل وكالات التشغيل - فرع تندوف -

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Received: 14/04/2020

Accepted: 22/07/2020

Published: 15/09/2020

Abstract:

This study aims at identifying the role of employment agencies and offices in activating the stock of skills in the local regions. The descriptive analytical method and case method were followed. Both the questionnaire and interview were used. By testing hypotheses, the study concluded that employment agencies and offices of different types have had a clear impact on the activation of the skills inventory in the National Employment Agency (ANEM) of Tindouf branch – Algeria-. The results of the correlation coefficients between all the axes of the study are strong, which indicate a strong level of influence of statistical significance, which means the acceptance of the hypothesis of the study that was processed by using SPSS.

Keywords: Employment Agency, Labor Market, Platform, Recruitment, Stock of skills

JEL Classification Codes: J24, E24, J21

المخلص:

تهدف هذه الدراسة الى التعرف على دور وكالات ومكاتب التشغيل على تفعيل مخزون المهارات في الاقاليم المحلية ، حيث اتبعنا المنهج الوصفي التحليلي و اسلوب الحالة ، حيث تم استخدام كل من الاستبيان و المقابلة الشخصية و تم التوصل الى النتائج التالية من خلال اختبار الفرضيات أن وكالات و مكاتب التشغيل مع اختلاف أنواعها كان لها أثر واضح على تفعيل مخزون المهارات في المؤسسة الوطنية للتشغيل (ANEM) لفرع ولاية تندوف- الجزائر - ، و جاءت نتائج معاملات الارتباط بين كل محاور الدراسة قوية بمستوى تأثير ذو دلالة احصائية قوي مما يعني قبول فرضية الدراسة و تمت المعالجة باستخدام SPSS.

الكلمات المفتاحية: وكالة تشغيل، مخزون مهارات، سوق العمل، بطاقة، توظيف.

الترميز الاقتصادي (JEL): J24، E24، J21.

I- Introduction:

On a local level, the unemployment has reached unprecedented rates among youth, and even educated youth with higher degrees and qualifications have been affected by this crisis. Due to severity of this problem, the majority job seekers opted for contacting, directly, the human resources departments of the local companies or via recruitment agencies to help them lower unemployment rates. The goal of this community of job seekers in collaboration with recruitment agencies was to create the right job researching mechanisms by examining the available talents with the required skills from the human recourses of the companies, or with the help from the other recruitment agencies as a liaison between companies and job seekers from regular or academic workers according to the demands of public companies or private sectors depending on their stock of talents or by being contacted by the recruitment agencies which contains a big database of stock of skills.

At the dawn of the 20th century, many developed countries have created local institutions to address the issue of unemployment. The first employment agency has been created in 1902 in London. Following the same vision and due to the rising concerns about the growing unemployment levels, the Algerian decision makers strived for optimal solutions by creating several programs and organizations such as the National Agency for Management of Mini-Lawns. The National Agency for Unemployment Insurance and the National Agency for Youth Employment and Support.

1. **The Problematic of the Study:** The objective of the study is directed by the following question: How can the employment agencies empower the stock of skills? , in other words, this main question can be divided into two important sub-questions: What it is meant by the stock of skills? How can the employment agencies contribute in activating this stock of skills?

2. **The study hypothesis:** The study hypothesizes the following:

Employment agencies help in activating the stock of skills for the employment agency of Tindouf branch.

3. **Research goals:** The goal of the research process is to :

- ◆ Provide an explanation for the research terms: stock of skills, employment agencies.
- ◆ Identifying to what extent the decision makers take stock of skills into consideration in their managements.
- ◆ Highlighting the level of apprehension and understanding of programs to the stock of skills in the institution in question.

4. **The importance of the study:** The major importance of the study lies in the following points:

- ◆ Identifying the job seeker qualifications before heading to the job market by relying on the stock of skills either inside the companies or with the help of the employment agencies in the public or the private sectors.
- ◆ Categorizing the different mechanisms and the important programs for accommodating the stock of skills.
- ◆ The government's interest in providing different programs to obtain the most important qualifications that serve the company's needs.

5. **Research methodology:** The descriptive method was used to identify the concepts and the importance of the terminology of the study. The statistical approach was also used in collecting, presenting and analyzing the data. Case study relying on the quantitative and qualitative diagnosis to understand the relation between the employment agencies and the stock of skills was also adopted.

6. **Previous studies:** This paper was based on many studies:

Mohammed Belkacem Faiza Study (2016-2017), doctoral thesis entitled: *Creation of PME / PMI case: ANSEJ and CNAS of Oran*. The case study showed that the results of the research explain how companies can improve the quality and quantity of relevant skills, encourage and enable demands to learn of their staff. The research identifies how companies can benefit from their talented individuals so they can make the best use of their skills and support employers in making a better use of their employees' skills. The results show that a better management of skills in college as a first step, and later in companies that give employment to young people can help them to gain a foothold in the labor market and in the mobility between local labor markets.

7. Theoretical approach to study terms

The quest for job opportunities is considered as one of the biggest challenges facing many young people in different countries of the world. This dilemma is common for young people graduating from various universities and educational institutes especially when they apply for jobs in accordance with their field of study. In order to fill their vacant positions with qualified personnel, many institutions and companies seek the help of employment agencies to provide them with the registered skills workers.

7-1.stock of skills:

Nowadays, most employers face the problem of filling their vacancies with qualified personnel, while job seekers in open markets face many difficulties such as nepotism at work. In order to ensure transparency in the hiring process, stock skills approach can be adopted. This approach indicates a quantitative measure of workforce present in an institution, through collecting relevant information about those forces in the form of an accurate database of employees, hence this stock represents an important information system, it includes a list of workers, their potentials and skills in the organization, (Lou Van, 2004) the list of skills to be provided, including all the data related to: education, knowledge, training, experience, preparation, and other personal characteristics to form a wide database available to the institution.

◆ **Stock skills method:** It consists a list of current employees in the organization and contains a detailed information on each employee (qualifications- experiences - training - exams - aspirations - the opinion of his direct manager). It is not only limited to dealing with information about the current job, but also information about any future job that the employee may be eligible for. Besides that it can be considered as a database of employees or a record of basic information about all employees such as age, gender, education, training, experience and career history, special achievements, preferred type of work, experiences, skills,

knowledge and the performance appraisal record, which includes a comprehensive assessment of quantity and quality, assists decision-makers in transfers or promotions. (Majdy, 2017)

♦ **Replacement maps:** systematic efforts to ensure the continuity of leaders, to maintain skills and develop knowledge and intellectual capital for the future with encouraging employee growth and development in the sake of the continuation of the organization by providing it with a stock of highly-performing people to guarantee that each leadership level has an abundance of these people to use them either now or in the future (Charan, Drotter, & Noel, 2001), career succession plan is used in the employment management (CEO - director of departments - head of department) Because these positions are extremely important for running the functions of management to the maximum extent. in the case of sudden absence in those jobs, such as resignation, death, or illness, may mean severe disruption in the organization, while replacing it saves time, effort, and money, therefore Based on the succession plan, organization prepares and designs replacement maps to find out persons who are qualified to occupy leadership or supervisory positions in the future that allow workers to be replaced in these jobs without the need to appoint persons from outside the institution. in other words Replacement maps include (The age of the current employee and the level of his performance - the age of the candidate for this position, the level of his performance, his capabilities and skills).

7-2 . Employment agencies and offices: Employment agencies form an effective mediator between employers and job seekers, as well as workers and employees looking for new opportunities and academics that fit their experiences. Their activity is related to market movement and their ability to absorb a workforce that relies primarily on qualifications and the skills that the Employer needs in a job seeker. Consequently, all countries have created a group of agencies, some of which are under trusteeship, some of which are private, which depend on a pre-agreed commission payment. Employment agencies have the following types:

♦ **Government agencies:** They take care of receiving job applications for individuals and record their data of experience, qualifications, specializations, etc. government agencies offer their services for free and they are a link between organizations and job seekers. Whenever an organization needs a worker it resorts to these agencies that provide it with all data about job seekers, then choose what suits it. concerning the case of Algeria, agencies and offices supervised by the Ministry of Labor and they are spread in various regions, these offices usually limit job seekers who frequent it, also related to the organization to find out the extent of its employment needs, in other words, these offices act as a mediator between job seekers and organizations looking for job seekers, we can say that one of the most important offices in Algeria named the National Employment Agency (ANEM), which is the place where supply and demand for work meet.

♦ **Private Agencies:** These offices have appeared in many countries and often rely on them for unskilled Employment. In these developed countries, private agencies play a major role in providing time to manage human resources in organizations if they do their homework well. Private offices run by specialists in attracting and hiring workers, who receive

applications from job seekers and classify them according to specialties, qualifications and experiences. Private agencies send the list of job seekers as requested by organizations. As part of its approach to modernization, Algeria ratified Convention No. 181 of Global workplace headquarters in private recruitment agencies in 2006. A natural person outside of public authorities can provide an affiliated service to the approximation of job offers and requests. (07-123, April 24, 2007) Within the framework of integration with the public employment facility, the number of private bodies accredited to the inauguration that concluded with the National Employment Agency concluded partnership agreements, 30 special bodies distributed as follows: Algeria, Boumerdes, Oran, Bajaba, Skikda, BordjBouArreridj and Relizane. The aforementioned agencies may also be classified according to other patterns.

♦ **Internal agencies:** In this type the job seeker is the one who contacts the agency and initiates the definition of his needs, qualifications and skills and defines his goals. Where The organization can bring in new workers, through the offers that it receives directly via its e-mail address or through the requests that individuals fill out that include their complete data, experiences, ages, educational level, and certificates obtained, their skills. The Human Resources Department classifies these requests according to job specializations, that they contact their owners when they are needed, whereby they conduct the necessary tests for selection. However, some researchers were of the opinion that it is taking place at the level of the organization which is looking for workers, it advertises jobs internally. In this case, the right individuals can be obtained within the organization in one of the following ways:(Abdel Baqui & Hanafi, 1988)

- A) **Promotion:** Designing plans in the form of upgrade maps by the organization, which should be followed for promotion and progression from the lowest job to the top job with a focus on the foundations of objectivity of choice.
- B) **Transfer of workers:** It is applied within the organization as well to create a balance in the number of employees in different departments, in other word to cover the shortage or transfer of surplus workers at various administrative levels or jobs in a manner that guarantees various incentives, responsibility or authority.
- C) **Former employees:** The organization sometimes resorts to these workers who terminated the contract of employment with them because of their high efficiency and skills or in the case of their desire to continue working with them. While this type of employment provides increased sense of loyalty and belonging to the organization by its employees.

♦ **External agencies:** Here is the agency that corresponds with job seekers through its advertisements using newspapers and magazines, or that is done through phone calls, with the aim of generating a direct desire for job seekers.

♦ **Territorial and international agencies:**

It is spread geographically in many countries to include the large number of companies and job seekers. It helps researchers write a CV, as well as matching a job seeker with the right job. It works together, with all of the above mentioned classes, to take advantage of their

complementary skills to each other, to exchange experiences and to understand the scope and methodology of the work.

Algeria, as well as other countries, was interested in setting a strategy to reduce unemployment by adopting mechanisms and programs through the agencies that were created by the government. On the subject of our study, we are limited only to the Ministry of Labor, Employment and Social Security, which is represented in the following:

A) National Employment Agency (ANEM): It was established for the first time in 1962, and was called the National Bureau of Labor. It is a public organization operating under the tutelage of Ministry of Labor, Employment and Social Security, its most important tasks are the following (anem, 2019) :

- ◆ Registering every job applicant who has reached the legal age for work, whatever his level of qualification
- ◆ Monitoring the rates and indicators of the labor market and the workforce in order to make its services available to both job seekers and employees (organizations).
- ◆ Collecting job offers and requests and put them in a relationship between them
- ◆ Providing statistics of labor market fluctuations through a media system.
- ◆ Ensuring the analysis concerning data of requests and job offers.
- ◆ Developing tools and mechanisms that allow the development of the job market monitoring function.
- ◆ Guidance, counseling and accompaniment in searching for work.
- ◆ Search for job offers and classify them according to the offers received by public and private employers.
- ◆ Follow-up to the development of foreign labor in Algeria within the framework of legislation and regulation related to the employment of foreigners, and organizing and managing of the national card for foreign workers.
- ◆ The National Employment Agency operates several devices, one of them which is the most important named the device for assistance in professional integration, which is responsible to encouraging professional integration for beginner's job seekers, as it divides job seekers into three categories as indicated below: (Executive Decree No. 08-126 Dated April, 2008)
- ◆ Contract for integration holders diplomas (CID): For the category of young people who hold higher education degrees and technicians, graduate of national institutions for professional training.
- ◆ Contract for professional integration (CIP): For the youth category, graduates of secondary education form national education, or from professional training centers , and also who have pursued a professional training.

Integration or formation Contract (CFI): For the youth category without training or qualification.

B) The National Agency to Support Youth Employment: Established in 1996 for young unemployed aged (19-35), its roles are the following: (ANSEJ, 2019)

- ♦ Registering all holders of professional training or qualification and knowledge properties, between the ages of 19 and 40 years.
- ♦ Providing advices and accompanying young entrepreneurs in establishing activities. And making all economic, technical, legislative and organizational information available to young entrepreneurs which related to their activities.
- ♦ Developing relationships with various actors in the sector (banks, taxes, CNAS and CASNOS, etc.). To identify investment opportunities in different sectors.
- ♦ Provide training in small project management technology before the start of the implementation stage.

C)The National Unemployment Insurance Fund: This fund is reserved for those who do not have competency accreditation (qualification certificate, diploma or work certificate), for the benefit of the unemployed owners of projects, for adults between 30 and 50 years old, the most important achievements in this regard by this fund are the following : (CNAC, 2019)

- ♦ Training of more than 11,583 unemployed by consultants in the field of job search techniques.
- ♦ Accompanying more than 2,311 unemployed people in creating their small businesses.
- ♦ Training of more than 12,780 unemployed people who have followed since 1998 training to acquire new knowledge that prepares them for reintegration into their careers.
- ♦ The number of registered in the unemployment insurance system has decreased since 2004 after the upgrade of employment.

II– Praticce approach

2.1. Diagnosing the Stock of Skills at the State Agency for Employment in Tindouf: It includes the following data:

First: The Quantitative Analysis of Job Seekers: registration of individuals based on their educational level in order to achieve the principle of the right person in the right place.

Table (1): The Division of Registered Job Applications According to Educational Level

	2017	2018	2019
Without qualification	1225	5759	4107
Graduates from	359	1125	1502
Higher education	252	566	1004
total	1836	7450	6613

Source:The state agency for employment in Tindouf

The above table illustrated that the majority of registrants without qualification: 67%, in addition to a decrease in the number of registrants graduates from training and higher education centers, this can be attributed to the prominent role played by the agency by fulfilling its registered workforce programs at its level by creating job opportunities that would reduce job seekers.

Second: The Quantitative Analysis of Job Offers: The agency collects job offers from the various organizations, then it guarantees the installation of workers and monitoring employment according to the educational level as follows:

Table 2: The Division of Available Job Applications According to the Educational Level

	2017	2018	2019
Without qualification	2165	2592	922
Graduates from	1100	1260	827
Higher education	611	768	1657
total	3876	4620	3406

Source:The state agency for employment in Tindouf

According to the offers of organizations, it can be said that positions are distinguished to classic job offers, that are manifested in permanent positions, and others within the framework of the Professional Integration Assist, temporary and renewable, as indicated below:

Table 3: Job Offers Recorded According to Job Positions

	2017	2018	2019
Permanent positions jobs	372	794	924
Temporary positions	12	1018	582
total	384	1812	1506

Source:The state agency for employment in Tindouf

Through the data of the table above, It can be noticed that there is a decrease in classic job offers, which is offset by a large increase in the percentage of temporary job offers, while a significant increase in the proportion of temporary job offers is mentioned; this could be referred to the austerity policy that affected the employment sector by freezing the recruitment process in the public sector and supporting the establishment and accompaniment of entrepreneurial thinking.

Third: Stock Skills Reference in the Agency: After determining the demand and supply of the labor market at the state level by the agency, it refers to the card of the stock skills to specify the nature of the job and the specifications of its occupant in the same time, through a quantitative and descriptive analysis. The table below shows the type of work required that was absorbed:

Table 4: Realized Installations by Sectors of Activity

	Activity sector	Public sector	National private sector	Foreign private	Total
2017	Industrial sector	75	46	00	75
	Public works,	21	213	00	234
	Agriculture sector	04	10	00	14
	Services sector	60	404	00	464
	Total	160	673	00	833

2018	Industrial sector	65	48	27	140
	Public works,	22	186	19	227
	Agriculture sector	18	05	00	23
	Services sector	51	284	02	337
	Total	156	523	48	727
2019	Industrial sector	20	19	00	39
	Public works,	16	65	00	81
	Agriculture sector	5	6	00	11
	Services sector	75	116	08	199
	Total	116	206	08	330

Source: The state agency for employment in Tindouf

According to the above table, It is clear that the national private sector is the one that absorbs the largest percentage of the stock of job seekers registered at the state agency card level of employment compared to the rest of the private sectors, also we can notice that The sector of public works, construction, and irrigation has provided The largest proportion of jobs in the local market of work in the state of Tindouf.

-After identifying and analyzing the type of work required by activity, the agency determines the knowledge gap through established inquiries according to educational qualifications, which we explain in the table below:

Table 5: Realized Installations According to Educational Level

	Without qualification	graduates of professional training centers	graduates of higher education centers	total
2017	705	112	16	833
2018	563	141	23	727
2019	214	78	38	330

Source: The state agency for employment in Tindouf

Concerning persons who can not obtain a permanent job, the state has put Professional integration device which provides junior job seekers with an opportunity to integrate them with public and private organizations and public administrations in two formats. The first one named training contract (CFE), or Training contracts - employment for beneficiaries of certificate holders contracts (CID), and the second one is Professional Integration Contracts (CIP) is adopted to enhance their skills and professional qualifications and to adapt their specializations to their work positions in the sake of facilitating their recruitment process.

Table 6: Installations in professional integration assistance device

	Cid	Cip	cfd	Total
2017	127	112	309	548
2018	443	451	124	1018
From 01-01-2019 to 30-05-2019	11	01	00	12
Total	581	564	433	1578

Source :The state agency for employment in Tindouf

Table number 6 illustrates that There is an increase in the number of positions obtained for the year 2018 compared to the previous year, and this could be attributed to the benefit of the agency from job positions approved by the willful ministry within the framework of the operating program for the south states and border municipalities the in 2018.

this section will show the methodological procedures used from statistical methods to analyze and process the collected data in order to confirm and deny the hypothesis of the study .

- 1- **Sample of the study:** The random sample method was used in selecting the research sample, which reached a size of 40 workers. Hence a questionnaire was distributed to them, then only 31 questionnaires were retrieved.
- 2- **The approved methods of the study:** A questionnaire as a main tool was used to collect the primary data, and the content of the questions posed in the form aimed to show the role of the state agency of employment and the extent of its contribution to activating the stock of skills. In addition, statistical methods were used in data analysis and validity of the study tool . The design of the questionnaire is as follows:
 - a) **The first part :**Relates to the primary information of the sample members, which is gender and age, educational level, number of years to obtain certification and experience.
 - b) **The second part :**Concerning the subject of the study. It was divided according to the study variables into 03 axes:
 - **The first axis:** It contains 06 expressions related to the independent variable: The state agency of employment.
 - **The second axis:** It contains 06 expressions, all of which are related to the stock of skills (asa dependent variable).
 - **The third axis:** It contains 06 expressions all related to the extent of the agency's contribution to activating the stock of skills .

The questionnaire was designed using a Likert scale with a five-way scale. The score for the Likart five-way scale can be illustrated as follows:

Table 7:Lekart five-pointed Scale

Strongly disagree	disagree	neutral	agree	Strongly agree	response degree
5	4	3	2	1	

Source :The state agency for employment in Tindouf

In addition to that, the statistical treatment was as follows:

- ◆ Frequencies and percentages to describe the study sample.
- ◆ Arithmetic mean to determine the response of respondents to the variables of the study and its analysis.
- ◆ Standard deviation for the diagnosis of the degree to which the actual response values are dispersed from their mean.

♦ Alpha Cronbach coefficient to measure the stability of the results of the questionnaire; if it was redistributed to the sample individuals several times during certain time periods there would be no significant change in the results.

Study variables will be tested based on the following statistical tests:

- ♦ Anova test, also called a monovariance analysis was adopted to determine the suitability and validity of the study model for hypothesis testing.
- ♦ T-Test was used to compare means for statistical decision making.
- ♦ Simple linear regression test.
- ♦ The coefficient of determination that shows the percentage of changes in the dependent variable which can be explained by independent variables.
- ♦ The F test helps to test the significance of the model as a whole, which was achieved by a gradient regression method.
- ♦ The results of the verification of the stability of the study questionnaire through alpha Kronbach coefficient were given as follows:

Table 08 :Alpha Cronbach Test Results

	axis	Number of expressions	Alpha Kronbach coefficient
1	The role of state agency of employment	06	0.875
2	Stock of skills	06	0.720
3	Alpha Kronbach coefficient for all questionnaire expressions	34	0.766

Source : SPSS Program Outcome

The value of the Alpha Kronebach coefficients was high for each of the study axes and also high for all study phrases, which indicates that the phrases of the axes as a whole are characterized by honesty, consistency and internal consistency. This makes them capable of analyzing and we can also make out the results. the value of Alpha Cronbach by 0.766 for all questionnaire phrases, which equals 0.76, or 76%, which is a high percentage that exceeds the acceptable value (60%).

3.3 Presenting and discussing the study results: The results of the analysis are treated with a descriptive analysis of the study's themes:

First: Presenting the results of personal information: Through the information obtained from the field study based on the questionnaire, it can be said that the members of the sample are distinguished by the following characteristics:

- ♦ **Gender:** The majority of the sample is male, with 19 males, a percentage of 61%, which is a high percentage, while the percentage of females is 39%.
- ♦ **Age:** The most frequent age group in the study sample tends to be relatively young ages, meaning that it has significant experience for dealing in the field, and this can be positively reflected on the research results.

- ◆ **The educational level:** The majority of the members of the study sample has university level, where their number reached 28 individuals, at a rate of 90%, which is very high compared to the rest of the other levels of the sample. This increases the importance of research and the results obtained.
- ◆ **The number of years of obtaining the certificate:** 58% of the respondents represent from 01 to 05 years, whereas it is found that 22% which represents from 05 to 10 , otherwise less than a year, and more than 10 were estimated at 10%.
- ◆ **Years of work in the job:** The majority of individuals in the sample have more than 05 years of experience with a percentage estimated at 74% of the total sample of the research, we find 12% representing the owners of experience between 02-04 years, and those with experience ranging between 05-04 years by percentage of 6%. The rest by 7% have less than Year.

Second: Presenting and discussing the results: answers respondents results of the sample in question are concluded as shown:

A - Analysis of the first axis expressions:

Table 09: The Attitudes of the Respondents on the Expressions of the National Employment Agency

N	expressions	mean	Standard diviation	Degree of acceptance
1	The agency carefully and regularly examines the fluctuations in the employment market to determine the necessary skills, knowledge and behaviors that are appropriate for the job to be filled.	1.90	1.193	agree
2	The agency reviews regularly job applications to determine specializations and qualifications	1.71	1.216	agree
3	The agency undertakes the development of tools and mechanisms that allow monitoring and standardization of the employment market.	2.32	1.376	agree
4	The agency collects job offers and requests, and places them in a relationship with each other.	1.45	0.961	agree
5	The agency provides direction, advice and escort during job search and installation	1.77	1.055	agree
6	The agency analyzes and experiences in the field of employment and labor	2.10	1.221	agree
	The role of state agency of employment	1.87	0.798	

Source: SPSS program outcome

It is clear from the table below that the mean averages and standard deviations of the responses of the study members to all terms came corresponding to the degree of acceptance on Likart's five-step scale, which confirms the effectiveness of the state agency for employment to performing its functions in examining and monitoring available offers and requests for the labor market.

B - Analysis of the second axis expressions:

Table10: Respondents' Attitudes about Skills Stock Expressions

N	Expressions	mean	Standard diviation	Degree of acceptance
1	The departments of the state agency, whose in charge of employment are concerned with determining the type of Achievement inventory in recruitment.	2.03	1.224	agree
2	Employment bodies are concerned with determining the Achievement inventory in recruitment.	1.90	0.978	agree
3	The stock of skills looks for the characteristics of individuals required for each job position.	1.74	0.855	agree
4	The stock of skills adjusts the skills required for employment, transfer and training.	1.77	0.956	agree
5	the stock of skills is An information system that provides a list of skills, attributes and knowledge to form a wide database available	2.13	1.231	agree
6	Skill Stock is a performance appraisal record that includes previous employee ratings.	1.74	0.965	agree
The extent of activation the stock of skills		1.84	0.503	

Source : SPSS program outcome

According to the above table, and from the means and standard deviations of the responses about the second axis (stock of skills) it can be said that there is approval by the individuals of the sample on the paragraphs of this axis that the arithmetic mean for all paragraphs of the third axis is 1.84 with a standard deviation of 0.503 . The amount of standard deviation expresses the harmony of the responses of the sample members to these paragraphs.

C - Analysis of the third axis expressions:

Based on the table number 11, it can be said that there is approval by the members of the sample on the paragraphs of this axis, and that the small amount of the standard deviation reflects the harmony of the responses of the sample members to these paragraphs.

Table 11: The Agency's Contribution to Activating the Stock of Skills

N	Expressions	mean	Standard diviation	Degree of acceptance
1	The extent of professional integration for holders of educational and vocational qualifications.	1.71	1.131	agree
2	The extent of professional integration for young people without training or qualification.	3.06	1.093	disagree
3	The extent of evaluation of job offers and requests at the national, regional and local levels.	2.23	1.203	agree

4	The extent of encouraging geographical and professional mobility for job seekers in accordance with offers received by public and private employing bodies.	2.55	1.150	disagree
5	The extent of ensuring a better level and renewing the knowledge of the beneficiaries through training programs in order to adapt them to the job position and improve their qualifications.	1.87	1.118	agree
6	The Extent of searching for qualified individuals and attracting them to fill Unoccupied jobs..	2.61	1.283	disagree
The extent of the agency's contribution to activating the stock		2.45	0.607	

Source : SPSS program outcome

Third: Test of Hypothesis:

H0: The employment agency does not contribute to activating the stock of for the state operating agency in Tindouf .

H1: The employment agency contributes to activating the stock of skills for the state operating agency in Tindouf.

Table12: results of ANOVA TEST

Source of variance	Total squares	Degree of freedom	Average squares	T Calculated value	T Tabular value	Significance level
Regression	257.269	12	21.439	2.743	2.34	0.026
Error	140.667	18	7.815			
Total	397.936	30	-			
0.05 , Correlation coefficient=R0.132 ,R2= 0.017=Significance levelα						

Source :spss program outcome

The results obtained from the above table showed that the Pearson correlation coefficient between the employment agencies and the stock of skills is $R(0.131)$, and it is Statistical function, where the value of F is 2.743 with a probability value (0.026) which is less than the significance level α (0.05). We also find that the independent variable (employment agency) in the model explains only about 1.7% and the remainder 98.3% refers to other factors of variation in the dependent variable (stock of skills) which is an explanatory force, that can lead us to say the employment agency contributes to activating the stock of skills. Accordingly, the alternative hypothesis was accepted, and the null hypothesis was rejected.

Conclusion

This study aimed at determining the extent to which the state agency for employment in Tindouf contributes to activating its stock of skills, Based on quantitative analysis of the study variables and their functional roles. the obtained results showed that there is a great importance for the agency in activating and embodying the skills and available experiences by istablishing knowledge and

qualifications for the various available manpower in the labor market through training programs in permanent, temporary job positions , programs with an organized methodology through the stock of skills in cooperation with the employing agencies. This is due to taking advantage of the best available offers that would install the appropriate competencies in the appropriate jobs with their knowledge and practical qualifications, to ensure doing work accurately, and with high quality.

Through this research paper, we have defined various bodies and programs that offer various options available to accommodate skills, qualifications, experiences and the most important methods to guide them to choose the appropriate job through the method of stock of skills that includes knowledge and information bases on the most important experiences and competencies that add an added value to organizations. To understand the relationship between the two study variables (employment agencies and stocks of skills), we conducted a field study at the level of the National Employment Agency, Tindouf branch, and the hypothesis test was established to verify the main hypothesis, which has been accepted and confirmed .

Suggestions:

According to what has been done, a number of necessary suggestions can be given as follows:

- ◆ The need to establish a national platform (a national portal for work) to enable employment agencies to follow up on interactions with jobs offered at the level of employment registered at their level.
- ◆ The need to activate digital ID cards at the agency level to ensure transparency when handling the stock of skills.
- ◆ Activating electronic services at agency websites to complete registration procedures for job seekers to speed up and simplify work procedures for job seekers from the agency's database.
- ◆ The need to strengthen the relationship between the agency and the organizations whose looking for workers .
- ◆ Appraising the concern for the human resource by creating work conditions that contribute to embodying the skills, creativity, intellectual and professional capabilities of individuals according to the opportunities available in the labor market.

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Appendix:

Table (1): the division of registered job applications according to educational level

	2017	2018	2019
Without qualification	1225	5759	4107
Graduates from professional training centers	359	1125	1502
Higher education graduates	252	566	1004
total	1836	7450	6613

Source: The state agency for employment in Tindouf

Table 2: the division of available job applications according to the educational level

	2017	2018	2019
Without qualification	2165	2592	922
Graduates from	1100	1260	827
Higher education graduates	611	768	1657
total	3876	4620	3406

Source: The state agency for employment in Tindouf

Table 3: Job offers recorded according to job positions

	2017	2018	2019
Permanent positions jobs	372	794	924
Temporary positions jobs	12	1018	582
total	384	1812	1506

Source: The state agency for employment in Tindouf

Table 4: Realized installations by sectors of activity

	Activity sector	Public sector	National private sector	Foreign private sector	Total
2017	Industrial sector	75	46	00	75
	Public works, construction	21	213	00	234
	Agriculture sector	04	10	00	14
	Services sector	60	404	00	464
	Total	160	673	00	833
2018	Industrial sector	65	48	27	140
	Public works, construction	22	186	19	227
	Agriculture sector	18	05	00	23
	Services sector	51	284	02	337
	Total	156	523	48	727
2019	Industrial sector	20	19	00	39
	Public works, construction	16	65	00	81
	Agriculture sector	5	6	00	11
	Services sector	75	116	08	199
	Total	116	206	08	330

Source: The state agency for employment in Tindouf

Table 5: Realized installations according to educational level

	Without qualification	graduates of professional training centers	graduates of higher education centers	total
2017	705	112	16	833
2018	563	141	23	727
2019	214	78	38	330

Source: The state agency for employment in Tindouf

Table 6: Installations in professional integration assistance device

	cid	Cip	efd	Total
2017	127	112	309	548
2018	443	451	124	1018
From 01-01-2019 to 30-05-2019	11	01	00	12
Total	581	564	433	1578

Source :The state agency for employment in Tindouf

Table 7: Lekart five-pointed scale

Strongly disagree	disagree	neutral	agree	Strongly agree	response degree
5	4	3	2	1	

Source :The state agency for employment in Tindouf

Table 08 :Alpha Cronbach test results

	axis	Number of	Alpha Kronbach coefficient
1	The role of state agency of employment	06	0.875
2	Stock of skills	06	0.720
3	Alpha Kronbach coefficient for all questionnaire expressions	34	0.766

Source : spss program outcome

Table 09: The attitudes of the respondents on the expressions of the National Employment Agency

N	expressions	mean	Standard diviation	Degree of acceptance
1	The agency carefully and regularly examines the fluctuations in the employment market to determine the necessary skills, knowledge and behaviors that are appropriate for the job to be filled.	1.90	1.193	agree
2	The agency reviews regularly job applications to determine specializations and qualifications	1.71	1.216	agree
3	The agency undertakes the development of tools and mechanisms that allow monitoring and standardization of the employment market.	2.32	1.376	agree
4	The agency collects job offers and requests and places them in a relationship with each other.	1.45	0.961	agree
5	The agency provides direction, advice and escort during job search and installation	1.77	1.055	agree
6	The agency analyzes and experiences in the field of employment and labor	2.10	1.221	agree
	The role of state agency of employment	1.87	0.798	

Source: spss program outcome

Table10: Respondents' attitudes about skills stock expressions

N	Expressions	mean	Standard diviation	Degree of acceptance
1	the departments of the state agency, whos in charge of employment are concerned with determining the type of the stock of skills in the labor market	2.03	1.224	agree
2	employment bodies are concerned with determining the stock of skills in the labor market.	1.90	0.978	agree
3	The stock of skills looks for the characteristics of individuals required for each job position.	1.74	0.855	agree
4	The stock of skills adjusts the skills required for employment, transfer and training.	1.77	0.956	agree
5	the stock of skills is An information system that provides a list of skills, attributes and knowledge to form a wide database available to the organization.	2.13	1.231	agree
6	Skill Stock is a performance appraisal record that includes previous employee ratings.	1.74	0.965	agree
	The extent of activation the stock of skills	1.84	0.503	

Source : spss program outcome

Table 11:the agency's contribution to activating the stock of skills

N	Expressions	mean	Standard deviation	Degree of acceptance
1	The extent of professional integration for holders of educational and vocational qualifications.	1.71	1.131	agree
2	The extent of professional integration for young people without training or qualification.	3.06	1.093	disagree
3	The extent of evaluation of job offers and requests at the national, regional and local levels.	2.23	1.203	agree
4	The extent of encouraging geographical and professional mobility for job seekers in accordance with offers received by public and private employing bodies.	2.55	1.150	disagree
5	The extent of ensuring a better level and renewing the knowledge of the beneficiaries through training programs in order to adapt them to the job position and improve their qualifications.	1.87	1.118	agree
6	Extent of searching for qualified individuals and attracting them to fill Unoccupied jobs..	2.61	1.283	disagree
	The extent of the agency's contribution to activating the stock of skills	2.45	0.607	

Source : spss program outcome

Table12: results of ANOVA TEST

Source of variance	Total squares	Degree of freedom	Average squares	T Calculated value	T Tabular value	Significance level
Regression	257.269	12	21.439	2.743	2.34	0.026
Error	140.667	18	7.815			
Total	397.936	30	-			
0.05 , Correlation coefficient=R0.132 ,R2= 0.017=Significance levelα						

Source :spss program outcome

How to cite this article by the APA method:

Fardi Hammad, Belghanami Nadjat wassila, Dene Ahmed.(2020). The Importance of Activating the Stock of Skills by the Employment Agencies - Tindouf Branch- , *Roa Iktissadia Review*, 10 (02), Algeria: University of Eloued, pp 175-193

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