

## The wage dilemma, and relationship with some organizational variables in Algeria -A field study in the directorates of Setif province-

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### Abstract:

*This field study that we conducted on a sample of employees of the executive directorates of Setif province aims to shed light on the wages of employees in Algeria, where the minimum wage does not exceed 150 US dollars only, and it was found through this descriptive study that wages are so weak that their impact is not limited Only performance degradation; It also affects the morale of employees, in a work environment plagued by organizational pests, not to mention the pressures of work and the diseases resulting from them, which makes the worker spend his salary on treatment, and among the results is the acquisition of new negative work values that have permeated the organizational culture of Algerian institutions.*

**Keywords:** Work, job, tasks, wages, values, performance.

**JEL Classification:** j3, j4, j5, j6.

معضلة الأجور، الأداء ومخرجاته في الجزائر  
—دراسة ميدانية بالمديريات التنفيذية لولاية سطيف—

### ملخص :

تهدف هذه الدراسة الميدانية التي أجريناها على عينة من موظفي المديريات التنفيذية لولاية سطيف إلى تسليط الضوء على أجور الموظفين في الجزائر، حيث لا يتجاوز الحد الأدنى للأجور 150 دولار أمريكي فقط، وتبين من خلال هذه الدراسة الوصفية أن الأجور ضعيفة جدا لدرجة أن تأثيرها لم يقتصر على تدهور الأداء فحسب؛ بل أيضا على الحالة المعنوية للموظفين، وسط بيئة عمل موبوءة بالآفات التنظيمية، ناهيك عن ضغوط العمل والأمراض الناجمة عنها، وهو ما يجعل العامل يصرف راتبه في العلاج، ومن النتائج اكتساب قيم عمل سلبية جديدة تغلغت في الثقافة التنظيمية للمؤسسات الجزائرية.

الكلمات المفتاحية : العمل، الوظائف، المهام، الأجور، القيم، الأداء.

تصنيف JEL : j3، j4، j5، j6.

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**1.Introduction :**

The issue of wages is important as it facilitates the production process of the enterprise by paying workers' rights on the one hand, and on the other hand, the worker needs to be paid to meet the needs dictated by new lifestyles in various fields.

Governments, in partnership with employers and unions, are negotiating a minimum wage that satisfies all parties so that no one is harmed by low (for workers) or increased wages (for enterprises).

However, sometimes wages are paid in favour of employers by complicity from governments and syndicates, which makes workers surrender to the fait accompli.

It's not in their hands except to take revenge on employers by reducing the performance by collective moral agreement resulting from the sense of collective oppression of the trio of governments, employers and syndicates.

If wages play a positive role as an incentive to increase performance and raise morale, in Algeria they have created a moral crisis by changing labour values, from positive values to negative values that have affected job outcomes. This is what we will address in this intervention, which is a field research carried out in several Algerian administrative institutions.

According to the above, we ask the following questions:

What is the nature of the relationship between wage and achievement at work?

What is the nature of the relationship between wage and discipline at work?

What is the nature of the relationship between wage and job satisfaction at work?

To answer the questions, we put forward the following hypotheses:

There is a positive relationship between wages and achievement at work.

There is a positive relationship between wages and discipline at work.

There is a positive relationship between wages and job satisfaction at work.

**2- Work as a concept**

The concept of work and labor is one of the most important ones in Marx's oeuvre. He used it in one way or another during his whole life, from his interest in the generic being of humans in his youth to his analysis of the economic laws of motion of the bourgeois society in Capital. It is, however, not exactly the same concept he uses, because he puts it in different contexts, and therefore, it refers to different social objects. In this part, we discuss how the same term – work or labor – acquired different meanings for Marx dependent on the level of abstraction and in which theoretical argumentation it is used. Work as the foundation of the history of societies if it is true that the basis of the life of human beings is their creative ability to work and. (Karisson,2017, p.108)

Jalal al-Nuaimi defines it as "an activity aimed at producing and delivering goods and services that satisfy the needs and desires of other individuals". (Al-Nuaimi,2009, p.17)

The work means "the human effort of man, whether intellectual or physical, and which leads to the creation or increase of benefit to satisfy his various needs".(Mahmoud,2007,p.41)

"Work is a common denominator among all human beings. It is a dynamic process accomplished between man and nature that is achieved through the use of technology. Developing human conditions.

Work in its various categories, whether paid or unpaid, can be considered a set of tasks whose implementation requires an intellectual, psychological and muscular effort to produce certain goods or services to meet a range of human needs, and in this sense the concept of work goes beyond the narrow meaning of the profession or function that is associated with it. With pay for work and effort, some categories of unpaid human activity, such as unpaid work by men and women, such as domestic work, family farming, crafts and manual labor, etc. These activities are important themes in the family life and economy.

The concept of work can extend to all phenomena of volunteerism and charity practiced by men and women in different areas of social, economic and political life without waiting for a certain financial or wage, but this is done to satisfy the psychological and moral needs that vary from one field of activity to another".( Al-Nuaimi,2009,p.17)

**3- The Elements of wage:** Remuneration is an amount of money, to which in-kind compensation is sometimes added to the employees of the institution for work carried out.

Over the centuries, there have been significant changes in the concept of pay. In the economic craft organizations, which are small professional industries in the Middle Ages, the wage was mainly a material part, because the employer lived and the craftsman was one family, and the reading of the industrial era saw the birth of the wage "goods", in the sense paid only in accordance with supply and demand, in a system not taken the worker with any consideration. Soon the cash rate appeared, but the coin rate was constantly reduced in a large number of institutions. (Azar,2004,p.16)

**3-1- The element of work:** the activity provided by the worker may be in many forms, it may be muscular, intellectual or even technical, performed by the worker personally in accordance with the directions and orders of the employer, where the work here may be either a positive physical exertion such as the achievement of something, or it may be merely a passive activity without effort such as guarding and monitoring work and the search. The worker provides a workforce aimed at producing. The worker's personality is also essential because, because of this personality, its qualities, qualifications and all its characteristics, it is the person who qualified the worker to take up the job, and does not count as an alternative or intermediate personality to replace the worker for whatever reason, Rather, the contract becomes null and void by resignation, death or the inability of this person to completing the duty of work. (Slimane,1998,P.20)

**3-2-The element of dependency or supervision:** dependency is coupled with the submission of the employer's orders, supervision, supervision and guidance throughout working hours, and within the limits of the employment contract. Here, the worker's effort and all its outputs is the exclusive domain of the employer, and it is not permissible to work for others even free of charge, as this leads to the depletion of the worker's strength, or duplication of employment, whatever the reasons.

The employer has the power to discipline and impose discipline and all regulatory matters that fall into the component of the employer's dependency.

**3-3-Duration:** This is the period of time during which a worker puts his activity, experience and effort in the service of the employer, which is legally set at 40 hours, which is distributed over at least five days, provided that the daily work period does not exceed 12 hours for whatever reason. (Article 02 Order 97/03)

**4-The importance of pay for the individual:**

Wages are the main and only source of most working people and are the primary source of their livelihood. The importance of wages for working individuals lies in the economic aspect, as wages are a key factor in working to cover expenses and living costs for the worker's effort, in addition to cover part of the cost of well-being, where wages must satisfy the needs of the employee in order to continue ... The importance is also manifested in the psychological or moral aspect, so that pay is seen as a reflection of the value and importance of the work done by the worker. The increase is a recognition of his achievements and recognition of his efforts, as well as a reflection of career growth and return to senior ranks. (Saleh,1997,p.397)

**5-The importance of wage for the institution:**

Wages are an important component of the enterprise's costs and therefore the way wages are determined and controlled becomes a core topic of interest to an organization that seeks to raise productivity efficiency and reduce expenditures, all of which point to the need for an objective basis for determining wages in each Facilities. Therefore, remuneration is a means of attracting the competencies needed by the organization, in contrast, wage is a factor of stability for workers within the organization, especially those with high qualifications who are loyal to their jobs and not to the organization in which they work. Plus a considerable salary.

The lack of such conditions makes them change the organization when they see that the organization does not provide them with their material and moral desires, so workers and administrative staff tend to settle down even if they are dissatisfied with the working conditions and remuneration they receive as long as their job opportunities are available. In the labor market, you know how to saturate it. This makes it easier for the organization to replace them on the one hand, and it is difficult for them to find jobs on the other, so the organization works to take care of opportunities in the labor market, reducing the wages of some of the jobs that are abundant in the labor market, and raising the salaries or wages of jobs that are experiencing a scarcity in the labor market in order to attract and maintain their occupants.

**6 -Wage and its economic and social dimensions:**

Some gave a look at the wage that relates not only to the work provided by the person who receives it, but also to other aspects. For example, the economist **Sismondi** writes in 1820: "The wage is not only compensation, calculated by hour by duration, it is the income of the poor, and must be enough to save it not only at work, but also during the interruption of work."

According to the definitions put forward by the classical thinkers, the value of the wage does not exceed the adequacy of the worker for what he eats, and this gives the impression that their wage did not take the social dimension that the Socialists later founded, which is the focus of the second definition of "**Simandi**" in which many of the social dimension of wages, the pension that an individual receives after retirement, or social insurance and holidays...(Addoune,2004,p.45)

**7-Market mechanisms in determining income:**

"The market is the place where the offers and orders made by the total sellers and buyers of a specific commodity meet, and these quantities offered and required determine the average price of the item mentioned.

The price is only the exchange relationship that exists in the market between goods and currency. In other words, price is the monetary expression of the value of the exchange, not this reciprocal relationship between cash and commodity, an unchanged value, on the one hand the purchasing power of the currency changes, and on the other hand, the reciprocal relationship and the value of the exchange vary.

Commodities matter only as much as they desire to the economy, or by their ability to satisfy a real or artificial human need. Thus, our needs are subject to the contradictory rule of use. If we want to, we don't care about a refreshing drink anymore, even if it's offered to us free of charge.

The sum of these and other factors, such as competition between producers, State intervention, a stable political climate and public confidence or fear for the future, combine to shape prices.

Prices in the market are shaped by the law of supply and demand, and pure competition assumes that the following conditions should occur: on the one hand, an obstacle should not prevent the passage of goods from one person to another, and on the other hand, no seller or buyer at a time, can effectively change the price of the commodity or service. In this case, the market price is formed completely at the intersection of the supply and demand lines. Indeed, if exclusive competition dominates the market, the price remains subject only to the law of supply and demand. It is the result of a free agreement between the seller and the buyer, without outside interference.

The price of a commodity in the market is formed by the joint consent of the seller (the worker who offers his muscular or intellectual effort for sale) and the buyer (who requests the workforce for the purpose of completing the production process), and this approval is the result of a natural law of supply and demand which is the basis of all exchanges that usually take place in the so-called market work.

Price change is the expression of free competition, demand is competition among consumers, and supply is competition between producers or sellers. These prices are reflected in the wages offered by the labour market to the parties, the more the market is saturated with certain jobs, the less the wage paid for the job, which is the case for office and executive and qualifying jobs, while higher wages are granted for jobs with a technically and technically higher training, and other available in the labor market or in abundance. The income is thus determined both for wage earners and for employers, where the cost of wages is often given to their wages as an element of profit or loss".(Azar,2004,p.22)

**8-Wages as a reason for changing work values in Algeria:**

There are two types of values, the positive and negative values. It is not the same as for work values... We ask the following question: Isn't society a group of individuals? Are not the beliefs of society the direction of work is the sum of beliefs of individuals?

Often the answer is yes, but the imbalance in any society is the result of the contradiction mentioned above. Algerian society is one of the societies that have occurred in the contradiction of work values between the values of society and the values of the individual as a result of convictions produced by social, political and economic behaviors accumulated over several decades to form a new set of socially rejected and individually accepted, and tended to become socially acceptable despite the negative values. For example, perseverance, commitment and respect for working times is a positive value that all societies believe in and respect for them through the enactment of laws that regulate working hours, Either full-time or uninterrupted (with an hour of rest). By believing that failure to comply with working hours will lead to serious consequences for the institution and for other individuals, for society as a whole, without talking about fear of punishment for manipulating work hours, the value of individual commitment is the result of individuals understanding the importance of respecting working times. Through socialization, the family is the most important pillar and through human development, the social institutions are the most important pillar. Appreciating the value of the obligation for each person would create coherence and harmony between social and individual value towards the commitment to and respect for work timings. We highlight the value of discipline by respecting working times in the Algerian society of 40 million people (42 million), where the economically active group constitutes approximately (12 million workers). 1 million unemployed with an average wage of no more than \$ 200 per month "out of a world average wage of \$ 1,480 per month according to the International Labor Organization for the year 2009" (ILO). In the field studies of the Algerian economic and non-economic institutions, it was revealed that the Algerian worker does not work in the morning until half an hour to 30-60 hours of legal time. The same behavior for the evening, meaning that the stolen time is estimated to be two to four hours 02-04 hours per day, and during his time in the workplace takes an estimated time of about half an hour 30 d to drink coffee inside the institution if there is a cafeteria or outside with a group of employees or visiting friends. There is no doubt that the process of changing values is done successively or slowly and not at once, in the sense that the values of discipline and commitment was not in this way of the practice of adherence to the work timings, but began to disintegrate little by little in the absence of serious intent to control and deterrence since the deterrent is also not committed Sociological analysis of the change in commitment to the value of work for discipline goes back to the post-independence period, where the category of workers who worked with the French was more committed to working times because of the deterrence factor. Something about the times of the official working While the daily personal concerns of the worker did not affect his presence at work, the 1990s and the third millennium produced a generation that found himself in front of institutions with a miserable organizational culture that established a worn-out work. Low wage is offset by little performance in return for non-compliance with labor laws.

**9-The meaning of performance:**

The Oxford English Dictionary defines performance as: "Achievements, executions and the performance of anything committed, it refers to outputs, results and achievements,

and therefore can be seen as the behavior through which organizations, teams and people can access the work done".( Armstrong,2000,p.08)

"The explains of Bates and Halton, 1995, have pointed out that performance is a multi-dimensional construct, the measurement of wich varies depending on a variety of factors. They also state that it is important to determine whether the measurement objection is to assess performance outcome of behavior.

Combelle believes that a more comprehensive view of performance is achieved, if defined as "it incorporates both behavior and results".(Hassen,2008,p.360)

### 10- Job performance determinants:

Functionality is the net impact of an individual's efforts that begin with abilities, role or tasks. This means that performance in a particular position can be seen as the product of the overlapping relationship between both:

- **Effort:** A physical and mental energy is exerted, and the effort resulting from the individual's access to reinforcement (incentives) refers to the physical and mental energy exerted by the individual to perform his task. In the early days of his life, man has employed his muscular effort, trying to overcome the difficulties of nature, including creatures, and began to make sense and gradually recognize his mental abilities, where he employed them to his advantage and overcame nature, and he is now destroying it from where he does not know, as a result of the tyranny of economic and financial interests on humanitarian interests and future generations.

-**Capabilities:** These are personal qualities that are used in the completion of tasks, and these capacities do not change and fluctuate over a short period of time, and these capacities vary from person to person, as certain functions require certain qualities that must be provided in the incumbent, and this task is carried out by organizations in the process of analysis and characterization of jobs, in addition to These capacities need to match their occupant sought to match as much as possible during the recruitment and testing process.

- **Understanding the role (tasks):** Understanding the role or task, indicates the direction in which the individual believes it is necessary to direct his efforts in action. Activities and behaviour, which an individual believes are important in the performance of their functions, define stake in the role. When a person knows the role assigned to him, he is removed from that ambiguity and the intersection of tasks and overlap with other tasks, and knowing and understanding the role makes the owner more focused and skilled.

The issue of ambiguity of the role poses a significant problem, indicating a deficiency in assigning and defining tasks on the one hand, as well as in the process of analysis and job descriptions, as well as a defect in the recruitment process, especially if assigned to non-owners on the other. Recognition of the role has a strong relationship to the assignment of tasks and specialization, including performance efficiency or weakness, especially in administrative functions, where we note many manifestations that increase the ambiguity of the role such as saturation or the so-called convincing unemployment where we are in front of one job can be performed by one person but trust For three or four people, the role

becomes more ambiguous, the assessment process is very difficult and the assessment process is extremely.

And To achieve a satisfactory level of performance, a minimum level of perfection is required in each component of performance. In the sense that when individuals make great efforts and have high abilities, but do not understand their roles, their performance is not acceptable from the others. Despite considerable efforts at work, this work will not be directed in the right way. In the same way, an individual who works hard, understands his work, and lacks the ability element; his performance is usually assessed as low. One last possibility is that an individual may have the necessary abilities and understanding of the role he or she plays, but he is lazy and does not work hard at work. The performance of this individual is also low.(Raouia,1999,p.216)

It is not difficult to find the relationship between these three determinants, and the necessity of each determinant for the other, but the thing dedicated in many Arab organizations in general and Algerian in particular, is the deliberate absence and neglect of the third element, due to the tyranny of the culture of employment by twisted methods, which enshrines the principle of subjectivity on the one hand, The pressure that any official, regardless of his degree in the administrative ladder, may be subjected to on the other hand, not to mention the absence of effective administrative control mechanisms, of course here we are talking about the application of laws, even if this goes beyond it assumes the existence of pressure groups informal, at the same time Exercise censorship Dari from the point of view is in favor of the organization, and achieve the objectives of the organization. This must be at least, but what is, of course, an organism that transcends formal and informal organizations, to perpetuate a culture that is at least as a manifestation of underdevelopment of states and an important and decisive criterion in the success of human resources within organizations. It also depends on the development of administrative development, which is supposed to materialize through the frameworks.

The lack of understanding of the role, even if the individual is familiar with many theoretical things, overburdens the monarch of the organization and affects its overall performance, and even directs the organizational culture industry to the worse, it is inconceivable to see a competent employee as incompetent, the same degree and rank and privileges, without He is morally affected, which leads him to either conflict or resistance and is thus subjected to work pressure and occupational diseases ... Often increases in costs for training and messaging, which could have been avoided by hiring the right person in the right place.

### **11-Theoretical approaches of performance and wages:**

**11-1- Taylorism approach:** Frederick Taylor is a leader in scientific management through his experiments at the Bert horn Steel Plant. He wrote the book "Principles of Scientific Management" in 1911, in which he explained that the method of work is in accordance with scientific principles, the most important of which are:

- Focus on narrow specialization and quantify work.



- Segmenting work to its simplest form to ensure effective performance.
- The complete separation between planning and organization.
- Scientific selection and training of workers.
- Separation of direct and indirect actions.
  - Increase the number of jobs (especially supervisory ones).
- Linking wages to production, motivating the worker with daily monetary monetary rewards, as well as ensuring that they comply with specific orders, instructions and procedures related to work performance.

Taylor focused on wage and linked it to performance, because it is the only incentive to work for him".(Baki,1986,p.23)

**11-2-Fayolism approach:** Fuel has adopted a theoretical and practical proposal derived from his long experience in the field of management, so he adopted fourteen management principles, as mechanisms of support and balance to reflect the activity and administrative processes efficiently. Workers, so that they also put in place mechanisms to ensure loyalty on the one hand, and raise their performance on the other, which include participation in decision-making and physical and moral motivation of the worker and closer to him, in addition to various other pay attention that will create job satisfaction for workers and thus increase their performance. Focusing on the internal training component by explaining the work supervisor to the worker without doing it for him.

One Nobel laureate says his entire career is full of mistakes, but he never regretted any mistake because he doesn't repeat it.

**11-3-Model of Lawler and borter In motivation, performance and job satisfaction:**

**Lawler** presented a model of job satisfaction, and this model was the result of the research carried out by this researcher with his colleagues to study the motivations and job satisfaction, which explains the different variables and their relationship to each other, and not as though thinkers of human relations, in that the happy factor is the productive factor, because An individual who is satisfied with a job increases his enthusiasm, thus increasing his performance and improving, and vice versa.

The researchers believe that "the amount of effort exerted by the worker in the performance of his work tasks, depends on the interaction of two factors are physical and moral incentive, and know the possibility of obtaining this incentive when doing a particular effort, and performance depends not only on the amount of effort exerted, but beyond that to the capabilities of people Like skill and knowledge".(Nacer,1995,p.189)

**11-4- Theory of wage balance:**

"The theory of wage balance is one of theories that do not believe in the importance of the role of trade unions and collective bargaining in raising total wages. Wages according to this theory depend on two factors, wage balance or working capital reserve and the number of workers employed. Therefore, wages cannot be increased unless there is an increase in the wage balance, or a decrease in the number of employed workers, however, this theory assumes that the wage balance is stable, so wages cannot be increased unless the number of employed workers decreases.

As long as the trade unions have no control over the increase or decrease in the population size, and because the wage balance is stable, the trade unions cannot raise wages in one industry except at the expense of reducing wages in another".(Raymond & Francois, 1986, p.205)

## **12- The methodological procedures of the study and their limitations.**

### **12.1- Method :**

We used the descriptive approach appropriate for this type of relational and descriptive studies through the sample survey method, and the quantitative method and the qualitative method were also used in our analyzes.

### **12.2-The sample :**

The study included all the executive directorates of Setif province. These directorates employ 113 thousand employees in various wires, but our study is limited to the category of common wires exclusively, and they are employees who work in administrative jobs and not private jobs. The number of common wires (the study population) is estimated to be about 4300 employees, according to the statistics of the Planning Directorate for the year 2014.

We adopted 10% of the total study population, and therefore we obtained a representative sample of 430 individuals, of whom 281 cooperated positively in this research. The stratified random sample was applied through the use of employee lists.

### **12.3- The limits of the study:**

The field study was conducted in 2014. As for the human field, the study included the category of common wires working in administrative positions in the executive directorates of Setif province only. The presentation and discussion of this study is still important at the present time because the minimum wage remains stable between 18000-20000 DZ for eight whole years. We also used the questionnaire tool as a main tool, which included 45 questions that were distributed according to the hypotheses of the study.

## **13- The relationship between wage as a catalyst and performance as a result:**

Through the field study I conducted in 21 administrative institutions and included about 382 employees adopting the questionnaire tool and the interview tool to know the consequences of weak wages and their effects on performance, by adopting three dimensions of performance: control of work and achievement, discipline dimension and functional dimension, the results were as follows:

### **13-1-wage and achievement:**

-There is a positive relationship between wages and achievement at work.

To validate the hypothesis, we collected the data listed in Table n (01) & (02)

**Table (01)** : showing average wage of administrative staff

Rangs		N	Rang moyen
Performanace control	Under18000 DA	9	173,44
	18000-25000	153	187,25
	26000-30000	124	205,88
	31000-35000	62	185,00
	36000-40000	16	147,41
	41000-45000	9	184,39
	>45000 DA	8	193,00
	Total	381	

01€=135 Dinar Alg

**Source:** Created by the researcher through the outputs of the spss program.

**Table (02)** : showing the relationship between wage and achievement

Test <sup>a,b</sup>	
	Performan ce control
Khi-deux	15,410
ddl	6
Signification asymptotique	,0492

a. Test de Kruskal Wallis

b. Critère de regroupement : salary

**Source:** Created by the researcher through the outputs of the spss program.

The table n (01) statistics show that the average wage of an Algerian administrative officer is between 140-220 €, which is very low compared to that of the rest of the world. To see the impact of the low pay on achievement, we look at Table n (02), where the ratio of  $K^2$  was 15.41 with a statistical indication of 0.04 The scheduled  $K^2$  value was 18.54 at 0.05 significance level adopted, we say there is no difference between what we assumed (expected) and what was achieved (observed).

Thus, we accept the positive hypothesis and say there is a relationship between wage and achievement, and when wages were low, the achievement was low. It is the reality of Algerian administrative institutions, whenever the wage rised, whenever the achievement rise also.

**13-2-Wage and discipline :**

-There is a positive relationship between wages and discipline at work.

To test the validity of the hypothesis n 2, we inferred by the data in the Table n (03).

**Table (03):** show the relation between wage and discipline

Test <sup>a,b</sup>		Discipline
Khi-deux		14,783
ddl		6
Signification asymptotique		,0472

- a. Test de Kruskal Wallis
- b. Critère de regroupement : salary

**Source:** Created by the researcher through the outputs of the spss program.

From the numbers of table n (03), we notice that there is a relationship between wage and discipline, because the calculated  $k^2$  is estimated at 14.78 At the degree of freedom 06 and a statistical significance of 0.04, the scheduled  $K^2$  value was 18.54 at 0.05 significance level adopted.

Thus, we say there is no difference between what we assumed (expected) and what was achieved (observed).

Through our presence in the departments, we have noticed a large discontinuation in the discipline factor to the extent that some employees join only a few times a month at a daily negligence rate of not more than three hours. Some staff is also engaged in other work on their official working hours, which is further evidence of lack of discipline. We can say whenever the wage rised, whenever the discipline rise also , and vice versa ; when wages were low, the achievement was low also, this applies to the reality of our administrative institutions in Algeria, we say this because the study is made as statistical function and therefore can be circulated to the study community.

**13-3- wage and satisfaction:**

-There is a positive relationship between wages and job satisfaction at work.

To test the validity of the hypothesis n 2, we inferred by the data in the Table n (04).

**Table (04):** The relationship between wages and job satisfaction.

Corrélations			salary	satisfaction
Rho de Spearman	Salary	Coefficient of corrélation	1,000	,222**
		Sig. (bilatérale)	.	,000
		N	382	382
satisfactio n	satisfactio n	Coefficient of corrélation	,222**	1,000
		Sig. (bilatérale)	,000	.
		N	382	382

\*\* . The corrélation is signified at 0,01 (bilatéral).

**Source:** Created by the researcher through the outputs of the spss program.

The value of the correlation coefficient in table n(04) was 0.2, which is a very weak value, which shows a relationship between the low wages and the low job satisfaction of

the Algerian employee. In the Satisfaction Indicator questions, it was found that most staff hoped to change jobs or institutions because of low wage, which was another indicator of lack of organizational loyalty.

Through the results presented, we note that the lack of wage has contributed to the deterioration of the values of work, particularly the value of discipline, and the worker and employee are not performing their duties to the fullest and always demands that the burdens of the job be reduced.

The lack of wage has also prompted Algerian employees to look for parallel jobs at any time of the week, even in working hours, due to lack of oversight or widespread administrative corruption.

What's more, the Algerian employee and worker is no longer able to spend an annual vacation outside his home due to the lack of pay, he goes for recreation at sea with his family in the morning to return in the evening, believing that he did the duty to please his children without looking at his happiness, to complete the rest of the holidays busy in the work of the house of painting and building or In repairing his car, his computer.... All these works are done by himself only because his wages are not enough to cover all the demands of life, which reflects on the quality of his working, family and community life, so that conflict and work pressures become the most prominent form in the diaries of Algerian employees, and the most prominent reason is the lack of pay, it is the soft slavery of work.

### **Conclusion :**

The issue of wages remains among the most thorny issues at the social and economic level, but through the presentation and analysis presented, we say that social justice is not achieved in the light of silence on the widening gap between the classes and groups of society so that the rich will grow richer and the weak will grow weaker and even poorer, so that not even a time is not Far away, Algeria's middle class had an acceptable standard of living, and purchasing power was good, but the restlessness of market mechanisms allowed a few to control and enslave the middle class, which in the last two decades had fallen to poverty, what does that mean?

The United Nations ranks countries economically according to the average income received by the worker's group, estimated at \$06, if the average is less than \$06, the country is poor, if Algeria's minimum wage is estimated at 20000 DZ, and the exchange rate of the dollar is approximately 135 dinars (January 2021), the question of negotiating the limit The minimum wage has international considerations related to the international classification and has nothing to do with the poor situation of workers, a group of whom are considered to be silent about wages that they receive below the minimum wage, due to the legal culture of these workers, and other considerations related to the power and authority that Owned by the non-adage category.

Many of the data covered by the intervention were negative, but there were also positive data on equal wage between men and women, as there was no discrimination in this regard, unlike some states that still lacked women's wages compared to men's. Fair wage will blow the will and creativity of workers, so don't treat workers as commodities and slaves.

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