Impact of organizational support on organizational socialization of women workers in Algerian institutions

أثر الدعم التنظيمي على التنشئة الإجتماعية التنظيمية للمرأة العاملة في المؤسسات الجزائرية

Miss. AMMAM RIM
Researcher, University of Laghouat
Economic Development Studies Laboratory
rimammam@gmail.com

Pr BOUCHENAFA Ahmed
Professor of Higher Education, University
of Bashar
Traditional Industries Laboratory-
University of Algiers 03
ahmedbouchenafa0@gmail.com

Abstract :

Purpose: This study examines the relationship between organizational support and organizational socialization among newly employed women.

Method - Questionnaires were distributed to(212) working women.

The results- of the existence of organizational support impact on the organizational socialization of newly employed women showed that there was a significant difference between working women in their occupational integration according to their family status and career experience.

Conclusion - The results of this study identified an important aspect of the social network of women that affect their organizational socialization. An increase in the amount of social contact, which represents greater organizational support, may increase the likelihood of women remaining in employment by enhancing their coping skills, providing emotional support and expanding opportunities for information exchange.

Key words: organizational support; social network; organizational socialization; employed women.

JEL Classification: D21

الملخص:

الغرض– تبحث هذه الدراسة العلاقة بين الدعم التنظيمي والتنشئة الاجتماعية التنظيمية بين النساء الموظفات حديثا.

المنهج – تم توزيع استبيانات على (212)امرأة عاملة.

أظهرت **نتائج** وجود تأثير للدعم التنظيمي على التنشئة الاجتماعية التنظيمية للنساء العاملات حديثًا وأن هناك اختلاف كبير بين النساء العاملات في تكاملهن المهني وفقًا لوضعهن العائلي وخبراتهن المهنية.

الخلاصة – حددت نتائج هذه الدراسة جانبا هاما من الشبكة الاجتماعية للمرأة التي تؤثر على التنشئة الإجتماعية التنظيمية. وقد تزيد الزيادة في مقدار الاتصال الإجتماعي ، الذي يمثل دعماً تنظيمياً أكبر ، من احتمال بقاء المرأة في العمل من خلال تعزيز مهاراتها في التكيف ، وتوفير الدعم العاطفي وتوسيع الفرص لتبادل المعلومات.

الكلمات المفتاحية: الدعم التنظيمي ؛شبكة اجتماعية؛ التنشئة الإجتماعية التنظيمية؛ المرأة العاملة.

التصنيف JEL:D21

Introduction

Women's employment is one of the most important topics in which women are considered to be half of society. Women have participated in economic, social and cultural life since ancient times. Women today reappear on the map of development work in all its dimensions but in a new way and with different production rates. The role of the social bond towards working women is determined to provide a dynamic environment that helps them to work and control the environment and facilitate their social and functional integration. The impact of social bond on the integration of women in working life is also a major station to overcome some problems through interaction with colleagues and supervisors, and to engage in diverse knowledge experiences, dating back to the social and cultural environment, facilitating the integration of the career to respond to business requirements.

The emergence of women to work is an urgent need for social support to help them integrate socially and functionally from a husband who loves her and respects her, or from colleagues who appreciate her will to achieve herself and her need to belong and find a certain position and other motives. Working women have found themselves in need of basic and complementary needs at the same time striving to reconcile them to enjoy peace of mind and psychological comfort.

In light of the above, the problems of the research problem are crystallized and can be formulated in the following main question:

What is the impact of organizational support, especially the president's support and the support of colleagues for the newly employed female workers in the institution for their organizational socialization?

Research Hypotheses

To achieve the purpose of this study, the following hypotheses were formulated:

Test the first hypothesis

H0: There is no impact to Supervisor support and Coworker support to task mastery working women at the level of significance 5%.

H1: There is a positive impact to Supervisor support and Coworker support to task mastery working women at the level of significance 5%.

Test the second hypothesis

H0: There is no impact to Supervisor support and Coworker support on the integration of women working in the team at a level of significance 5%**.**

H1: There is a positive impact to Supervisor support and Coworker support on the integration of women working in the team at a level of significance 5%**.**

Test the third hypothesis

H0: There is no impact to Supervisor support and Coworker support to know and accept working women to Knowledge and the culture of the organization at the level of significance 5%.

H1: There is a positive Supervisor support and Coworker support to know and accept working women to Knowledge and the culture of the organization at the level of significance 5%.

Test the fourth hypothesis

H0: There is no impact to Supervisor support and Coworker support on individual learning of working women at a level of significance of significance 5%

H1: There is a positive impact to Supervisor support and Coworker support on individual learning of working women at a level of significance of significance 5%

Test the fifth hypothesis

H0: There is no impact to Supervisor support and Coworker support on the clarity of the role of working women at the level of significance 5%

H0: There is a positive impact to Supervisor support and Coworker support on the clarity of the role of working women at the level of significance 5%

Test the sixth hypothesis

H0: There is no relationship between Supervisor support and Coworker support at the level of significance 5%**.**

H1: There is a relationship between Supervisor support and Coworker support at the level of significance 5%

Objective of the Study:

This study aims to identify:

-To know the nature of the relationship between organizational support and organizational socialization by the new working woman.

- Identify the impact of social support in facilitating the functional integration of working women.

- Identify the level of organizational support received by women and determine their effective role in functional integration.

A research framework containing the variables of the study, which is the variable of organizational support, was introduced to the variable organizational socialization of working women.

Importance of study:

- The importance of the impact of organizational support on organizational socialization development of new female workers in the Algerian work environment, especially since the study was conducted on a group of women workers in Algerian administrative institutions.

- The importance of the role of organizational support for working women especially from their work environment, colleagues and the president.

- Organizational support plays an important role in influencing the individual's perception of attitudes, responding to them and dealing with them. Studies have confirmed that women feel more professional pressures, especially during their integration as they bear multiple responsibilities inside and outside the work.

Study Methodology:

The quantitative descriptive analytical approach was used, relying on the primary sources by reviewing the relevant books, articles and previous studies, in addition, this study relied on secondary sources to collect information by means of a questionnaire that was designed and adapted to the current study environment based on the theoretical framework in this field and distributed to the study society, which represents women workers in public institutions in Laghouat.

Previous studies:

A study for **Beverly Myers (2010)** entitled "Organizational Support, Sensitive Social Support, and Intention to Leave Work among Mental Illnesses: A Multidisciplinary Study." A doctoral dissertation in philosophy discussed at the University of Birmingham in Alabama. The researcher sought to know the impact of the organizational and social support factors and colleagues on the intention to leave the service of mental health nurses, in addition to other factors such as age, personality characteristics, years of service and workload. Through the sample of 321 nurses, it was found that the significant predictive factors influencing the intention to leave the service are the perceived support of the organization and the social support by the family, age, sex, years of

nursing education, educational level, experience and working hours during the week. In addition, qualitative data analysis showed that nurses are in a high risk of leaving the service if the physical requirements of the work exceed their own capacities; and when the work requirements overlap with their family obligations.

A study for **Jokisaari M & Nurmi J-E (2009)** entitled "Change in supervisor support for newcomers and social integration outcomes after entering the organization". The study was based on a longitudinal survey in four stages. The model of change in supervisors' support in this category was used through the outputs of the social integration process in the following dimensions: clarity of role, job control, job satisfaction And wages. The role of supervisor support in the social integration process has been examined. Overall, new staff believe that support for presidents is gradually decreasing over time (6-21 months) after joining the organization. The results also showed that the decline in the support of the presidents accelerates the ambiguity of the role, drives the feeling of job dissatisfaction and slows down the high level of rewards and remuneration.

A study of **Ashforth B. & Saks A. (1996)** entitled "Tactics of Social Integration: Longitudinal Effects on the Newcomer's Merger", an article in The Academy of Management Journal. The six tactics developed by the researchers Van Maanen and Schein (1979) mentioned earlier; the existence of an evolution of the standards of the tactic of "investiture" or the concept of the two researchers as the assertion of identity and personal characteristics in exchange for denial and abandonment Aside from that, in addition to the role of creativity. The results showed that the tactics took the form of the institutional approach versus the individual form. They were negatively related to the role of creativity, ambiguity of the role, role conflict, stress symptoms and intention to leave work, while positively correlated with job satisfaction and organizational commitment. Self-evaluation of performance was also linked to social integration in the form of an individual approach.

A study of **Nelson & Quick (1991):** "Social support and the newcomer's assessment of the organization: the theory of engagement?" An article published in the Journal of Organizational Behavior. The researchers conducted a longitudinal study of 91 new employees in three different organizations. It was found that the presence of the supervisor when needed and assistance is of great importance to the newcomer on the following aspects: psychological distress (depression, anxiety, nervousness ...) satisfaction and intention to leave the job (service) and to evaluate the presidents for their job performance. The two researchers also discussed the results in light of the link between the theory of work engagement and the concept of social support in the workplace.

Definitions of the Terms

 In the context of this study,

Organizational support is" the degree to which the individual recognizes that the organization cares about him, values his efforts and contributions, takes care of him and cares for him, and the employee tends to appreciate the efforts and rewards provided by the organization and considers that the organization appreciates the contribution of the employees and cares for their welfare"(Bakhlwa & qmw,2016:05)

Organizational socialization is "the process by which a person secures relevant job skills, acquires a functional level of organizational understanding, attains supportive social interactions with co-workers, and generally accepts the established ways of a particular organization" (Taormina, 1997: 29).

1- Organizational support

The concept of organizational support is generally defined in a rather unanimous way. Indeed, most studies base their definition on the study by (Eisenberger & al,1986:500) and proposes that the perception of organizational support refers to "beliefs about the extent to which the organization values their contributions and cares about their well-being" .

In addition to defining the concept, Eisenberger et al. (1986) proposed an operationalization of organizational support.

Indeed, the authors developed the "Survey of Perceived Organizational Support" (SPOS) which includes 36 items used to measure this concept. Specifically, the measure of Eisenberger et al. (1986) focuses on respondents' perceptions of organizational support. According to our analysis of the literature, this tool seems to be the most used operationalization in the literature to measure organizational support, even in the most recent works. Moreover, this tool has proven its validity many times and in different contexts (Rhoades and Eisenberger, 2002:698)

1-1-Dimensions of organizational support

1-1-1-Supervisor support is characterized by the human relations ability of supervisors, and is displayed in terms of trust, respect, friendship and a deep concern for subordinates' needs. In the workplace, supervisors play an important role in structuring the work environment, providing information and feedback to employees and controlling the powerful rewards that recognize the employee's personal worth (Chou, 2016:25).

1-1-2-Coworker support generally refers to having close friends at work who are willing to listen to job-related problems, are helpful in assisting with the job and who can be relied upon when things become difficult at work. In this case, as argued, coworkers also serve as a key resource for employees in the process of adopting new information systems (Chou, 2016:25).

2- Organizational socialization:

From Process to Content Organizational socialization is defined as the process by which an individual acquires the values, behaviors and knowledge necessary to fully assume the roles entrusted to them within the organization, and thereby become a member full-fledged (Louis ,1980:226). Thus, according to Wanous (1980), "[e] fective socialization thus means an" internal commitment "to the organization, rather than just compliance with organizational practices. This emotional change is the price to pay for belonging to the organization (Rodica, 2016:11).

There seems to be a consensus on the very notion of organizational socialization, although research has focused more on the process of socialization than on the meaning of this concept. Work on organizational socialization suggests that organization, using various methods, can influence the process of socialization (Louis, 1980:225).

Research on the process of organizational socialization has taken two distinct directions. One current has focused on socialization tactics (Gruman& al, 2006:91). the way in which socialization experiments are structured, while other authors (Klein&Weaver, 2000 ; Bauer & Green, 1998) have focused more on the practices of socialization. socialization, that is to say on certain activities specifically dedicated to the socialization of employees. For example, training is considered a socialization practice, whereas the decision to give this training individually or in a group is rather a socialization tactic. Recruitment or information seeking behaviors have been observed as a factor in the success of socialization (Cooper-Thomas & Anderson, 2002:424).

2-1-Dimensions of organizational socialization

2-1-1-task mastery

Mastery and performance-approach goals are characterized as self-regulation according to potential positive outcomes (task mastery and normative competence, respectively), and these approach orientations are posited to promote processes (e.g., excitement and task absorption) that lead to the mastery pattern of achievement outcomes(Elliot & Harackiewicz ,1996:462).

2-1-2- Working within the team

Several studies have investigated the effects of team working on outcomes such as employee motivation, employee job satisfaction and employee stress .

the evidence suggests that team working can enhance employees' job satisfaction and their level of commitment to the organisation. The likelihood of positive consequences for employees is particularly high for self-managing teams, which have high levels of employee involvement and autonomy (Parker & Helen,2001:23).

2-1-3- Knowledge and accept the culture of the organization

Organizational culture has a twofold role: strengthening and strengthening the role of knowledge management. Organizational culture must be guaranteed as a key factor - organizational culture as a social infrastructure - consensus on the implementation of knowledge management and organizational culture. Accordingly, organizations should create an appropriate culture for the implementation of knowledge management. Knowledge management implementation would be effective if reinforced by organizational culture. This culture should encourage trust, cooperation and learning among staff (Seyedyousefi & al, 2016:413).

2-1-4-Individual learning

the individual learning is attention to the individual and how the individual person works in a group and how the group/team affects the individual when working, will enhance collaboration, communication and thus the social working environment in organisations, the individual learning strategies to create intra- and interpersonal insights in the KBOs, the gap between the desired and the actual outcome of the knowledge management initiatives will close, leading towards a higher rate of success in the innovation processes due to enhanced communication and collaboration amongst co-workers (Brix & Lauridsen,2012:182)

2-1-5-Role clarity

refers to the extent to which an employee receives and understands information required to perform his/her job. Role clarity is perceived by frontline employees as having a positive effect on their job satisfaction, organizational commitment, and job performance. On the other hand, when workers lack role clarity, they tend to experience negative feelings such as job tension and dissatisfaction (Suan & Nasurdin,2013:321)

3- Methods

3-1-Subjects

The study was conducted on a sample of female workers, the questionnaires were distributed to (23) organizations, the number of questionnaires distributed was (216) questionnaires, and retrieved (212) valid for statistical processing, (response rate = 98.14%).

3-2-Measurements of Variables

We chose the dimensions of the independent variable and the dependent variable to suit this study. We put together a set of statements that measure each dimension in a way that enables us to know

the extent to which these dimensions affect both variables, and finally the extent to which the independent variable affects the dependent variable.

The questionnaire was adopted as a data collection tool. The questionnaire was distributed to a group of women workers in the studied institutions. We submitted the questionnaire to the sample and asked them to complete the questionnaire after providing an explanation explaining the importance of the study. The questionnaire included the following:

Part 1: Personal data includes age, educational level, career experience, career affiliation, family status.

Part 2: Includes the variables of the study (scale), and formed two variables as follows:

3-4-Variable organizational support

Contains 16 words (index) divided into dimension Supervisor support and dimension Coworker support. This scale was inspired by numerous studies on the scale (Feij, J.A& al,1995). In fact, the questionnaire focused on research based on specific precedents (eg, Supervisor support ; Coworker support)(Dan S. Chiaburu & al,2010).

3-5- Variable organizational socialization

The study (Anakwe & Greenhaus,1999) was based on five dimensions of effective socialization of employees.

4-Statistical Results and Discussion

4-1-Test the stability of the study instrument

Before conducting research and testing hypotheses, the reliability of the measuring instrument used must be verified. Reliability here reflects the stability of the instrument.

In this regard, the Cronbach's alpha test can be used.

The value of α is between 0 and 1, and the closer the value of α than 1, the higher the level of stability of the instrument. The statisticians see that if: α 0, 0.60, the measuring instrument has stable acceptable.

The following table shows the stability coefficients of the questionnaire.

Table 1. Cronbach's Alpha test

Total item statistics				
	Average scale when removing an item	Variance of scale when deleting an element	Full correlation of corrected items	Cronbach's Alpha when deleting the item
Supervisor support	24,1713	10,698	,537	,796
Coworker support	23,8384	11,607	,464	,806
task mastery	23,7421	10,730	,721	,765
Working within the team	23,9791	10,113	,611	,782
Knowledge and accept the culture of the organization	23,8918	10,884	,657	,774
Individual learning	23,5263	11,356	,611	,784
Clarity of role	23,8411	12,749	,320	,825

Reliability Statistics	
N of Items	Cronbach's Alpha
35	,914

Source: Source of the researcher 's preparation on the light of SPSS.19 results

Through Table 01, the Cronbach's Alpha coefficient is 0.914. Therefore, we can say that the study tool is characterized

by high stability. This means that the questionnaire can be used to measure the variables studied.

4-2-Respondents' demographic Characteristics

After the descriptive analysis of the sample members, which included the following demographic variables: age, functional experience, educational level, career level and family status, it was found that the majority of respondents were in the category (31-40) years with 43.9% Year by 35.4%, while the category (20-25) years is 20.8%. It was also found that the majority of the study sample had a university level of 55.2%; followed by women at the intermediate and secondary level of 30.7%. (4-6) years; 50%; women working with experience (3-4 years) with 27.4%, and women with experience (3-4 years) Women with experience (0-2) years represented 22.6%

It was also noted that the majority of working women belong to executive management, where they represented 49.1%, followed by the percentage of women in the middle administration by 42%. The senior management category is only 9%. As for the family situation, the statistics indicated. A majority of 58% of the sample were married and 42% were married.

Table 2. Demographic Characteristics of Respondents

Study variables	Frequency		%
Age	20-25years	44	20,8
	26-30years	75	35,4
	31-40 years	93	43,9
Education	Secondary School & Lower	65	%30,7
	University Graduate	117	%55,2
	Graduate Studies	30	%14,2
	0-2years	48	22,6
Years of service	3-4 years	58	27,4
	4-6years	106	50,0
Occupation	Senior Management	19	9,0
	Central Management	89	42,0
	Executive Management	104	49,1
family situation	Married	89	%42
	Single	123	%58
Total	**212**		**%100**

Source: Source of the researcher 's preparation on the light of SPSS.19 results

5-Test the hypotheses of the study

In this study, multiple linear regression tests were used to confirm hypotheses 1, 2, 3, 4 and 5; Pearson correlation coefficient to test the sixth hypothesis.

Test the first hypothesis

H0: There is no impact to Supervisor support and Coworker support to task mastery working women at the level of significance of 5%.

H1: There is a positive impact to Supervisor support and Coworker support to task mastery working women at the level of significance of 5%.

Table 3. Test the first hypothesis

	R	Sig	Equation formula
The first hypothesis	,315	,000	Y= 1.837+0.365X1+0.229X2

Source: Source of the researcher 's preparation on the light of SPSS.19 results

So that Y represents after the function control, the X_1 after the President support and X_2 after support colleagues. While the value (1.837) represents the constant of this equation.

It was found in the statistical test that the hypothesis is achieved at the significance level 0.05, and that the R^2 is 0.351, which means that the dimensions of supporting the president and supporting the colleagues have been interpreted together as 35.1% of the variation in the dimension
Function control. We also note that the moral values of the regression model are all lower than the α values, which means that the first hypothesis is achieved.

This finding coincided with the study of(Ben Zian,2004:124) on the work of the wife and its implications for the family relationship, which found that 29% of the respondents found that their control in the job is due to the factor of personal ambition (El-Koraiti, 1998), among other factors, However, some studies have indicated that some women tend to be negative as they believe that their control of the job increases their responsibilities for work, Moreover, the study of (Al-Sabban,2003) found that the social support of married Saudi women working especially by families, groups of comrades and work colleagues positively affects many psychological and social aspects, reducing the pressures resulting from work.

Test the second hypothesis

H0: There is no impact to Supervisor support and Coworker support on the integration of women working in the team at a level of significance of 5%.

H1: There is a positive impact to Supervisor support and Coworker support on the integration of women working in the team at a level of significance of 5%.

Table 4. Test the second hypothesis

	R	Sig	Equation formula
Test the second hypothesis	,269	,000	Y= 1.126+0.298 X1+ 0.409 X2

Source: Source of the researcher 's preparation on the light of SPSS.19 results

Note that (Sig = 0.000 >0.005) and thus accept the second hypothesis

In the sense that there is a positive relationship of statistical significance between the president's support and work within the team for workers.

This finding coincided with Murad's (2010) study, which indicated that different types of support should be considered important not only through their function, but should be seen through the

recipient of support. It is here between the type of support and the source of support (president, colleagues, friends).

Test the third hypothesis

H0: There is no impact to Supervisor support and Coworker support to know and accept working women to the culture and values of the organization at the level of 5%.

H1: There is a positive Supervisor support and Coworker support to know and accept working women to the culture and values of the organization at the level of 5%.

Table 5. Test the third hypothesis

	R	Sig	Equation formula
Test the third hypothesis	,197	,000	$Y= 2.168+0.266 X1+0.2 X2$

Source: Source of the researcher 's preparation on the light of SPSS.19 results

Note that (Sig = 0.000 >0.005), Thus, we accept the third hypothesis, in the sense that there is a statistically significant relationship between the president's support and support colleagues

of the culture of the organization, since the statements are of a positive nature in terms of knowledge and acceptance of the culture of the organization, contrary to the findings of (Lockwood ,2004) And the practices maintained by the Organization by keeping men in positions of power and the lack of opportunity for women to hold such positions.

Test the fourth hypothesis

H0: There is no impact to Supervisor support and Coworker support on individual learning of working women at a level of significance of 5%

H1: There is a positive impact to Supervisor support and Coworker support on individual learning of working women at a level of significance of 5%

Table 6. Test the fourth hypothesis

	R	Sig	Equation formula
Test the fourth hypothesis	,119	,000	$Y=3.002+0.175 X1+0.166 X2$

Source: Source of the researcher 's preparation on the light of SPSS.19 results

Note that (Sig = 0.000 >0.005), Thus we accept the fourth hypothesis ,in the sense that there is a statistically significant relationship between the support of the president and the individual learning of the female workers in the study, this finding was reached by the (Daidamouni,2009) study .The support and positive atmosphere stimulates the cognitive motivations of learning, exploration, learning strategies, Learn better. This is also consistent with(Stanford & al,2003) states that social support provided by friends is a set of helpful methods of access to independence, self-reliance and thus satisfaction and professional quality of work.

Test the fifth hypothesis

H0: There is no impact to Supervisor support and Coworker support on the clarity of the role of working women at the level of 5%

H0: There is a positive impact to Supervisor support and Coworker support on the clarity of the role of working women at the level of 5%

Table7. Test the fifth hypothesis

	R	Sig	Equation formula
Test the fifth hypothesis	,051	,004	Y=3.002+0.175 X1+0.166 X2

Source: Source of the researcher 's preparation on the light of SPSS.19 results

Note that (Sig = 0.004 >0.005), In the sense that there is a positive impact of statistical significance between the President's support and clarity of the role of women workers, However, the study of (Arifi,2012) indicated that the highest proportion of women working as teachers (married women) do not have professional problems because they work for a fixed time and have the timing of work to apply it in addition to the different holidays, unlike women working in the management of their working hours are many causing them Problems and pressures of work are great and dominate the president.

As indicated by (Ibrahimi,2015) study, 73% of the sample of working women suffer from their multiple obligations and their sense of responsibility towards their duties and work and sometimes to their family obligations. In addition, he emphasized the tendency of the respondents towards the opposite correlation between the support of their colleagues and their professional responsibilities.

Test the sixth hypothesis

H0: There is no relationship between Supervisor support and Coworker support at the level of 5%**.**

H1: There is a relationship between Supervisor support and Coworker support at the level of 5%

Table8. Test the sixth hypothesis

Correlations		president support	colleagues support
Supervisor support	Pearson Correlation	1	,377[**]
	Sig. (2-tailed)		,000
	N	212	212
Coworker support	Pearson Correlation	,377[**]	1
	Sig. (2-tailed)	,000	
	N	212	212

** Correlation is significant at the 0.01 level (2-tailed).

Comment: There is a positive relationship between Supervisor support and Coworker support, which may enhance the efficiency of the scale used because of links between its dimensions

We also note that (Sig = 0.000 >0.005), therefore we reject the zero hypothesis

We accept the alternative hypothesis that there is a relationship between the Supervisor support and Coworker support.

Conclusion

organizational support has become an important source of security needed by working women, and researchers have taken care of them after having noticed the important effects in the situations of distress and stress, and the alleviation of the results of stress and difficult situations and psychological suffering as well as to help them integrate career Improve its career path and accelerate the country's economic development benefiting from women cadres with distinguished

scientific experience.Consequently, working women have clearly contributed to bridging the poverty and destitution of many families.

This is important in order to preserve dignity and personal dignity and stop the question and the resulting humiliation women's work also added more economic power to many families enabling them to achieve a better life.

Results of the study :

− Modern working women in the organization need organizational support from presidents and colleagues as an important source of job security, psychological and social stability, and a shield to counter regulatory and family pressures.

− It may also help working women improve the outcomes of their integration by improving their performance and control of their tasks, as well as their sense of job satisfaction and less thinking about leaving and leaving work.

− In practice, the organizations offer configurations designed to introduce the organization's rules, regulations and laws and focus on the control of the new job. It automatically recognizes the role and clarifies the new integration within the organization. During these processes, the newcomer will be able to gradually learn and acquire skills.

− It also aims to reduce the newcomer's expectations about the ideal working environment, workload and the interrelationship between him and his colleagues.

− Organizations, however, overlook the important issue of how to effectively manage organizational socialization to achieve its objectives.

Recommendations of the study :

In light of the results of the present study, some practical suggestions can be made by emphasizing the following points:

- Emphasize the importance of the role of organizational support for working women in assisting them in organizational socialization.

- Increase the effectiveness of organizational support for working women by the president or colleagues so that they can lead their lives more effectively.

- Pay attention to the psychosocial services of working women as an important and effective element that has an impact on society.

- The importance of women's satisfaction with their work, loyalty and enjoyment.

- The need to accept working women to crises and adversities, and try to deal with them and find appropriate solutions.

- Increase self-confidence and self-control when faced with obstacles to making appropriate decisions and solutions, thereby reducing the negative effects of pressures and making them as low as possible.

- Increasing the chances of attending training courses that help female workers to work.

Provide material means and childcare services for married workers so that they can better integrate.

- Realism in the definition of goals and aspirations commensurate with the capabilities and capabilities of working women, so as not to fail and frustration as a result.

References:

1. Abeer Bint Mohammed Hassan Al-Sabban.2003.Social support and its relation to psychological stress and psychosomatic disorders in a sample of married Saudi women working in the cities of Makkah and Jeddah. *PhD dissertation,* Umm Al-Qura University, Saudi Arabia.

2. Amin Abdel-Muttalib El-Koraiti.1998. Mental Health. Egypt: Dar Al-Fikr Al-Arabi,1 stedition.

3. Anakwe, U. P., & Greenhaus, J. H. 1999.Effective socialization of employees: Socialization content perspective. *Journal of Managerial Issues*, 11(3): 315-329.

4. Andrew J. Elliot & Judith M. Harackiewicz.1996.Approach and Avoidance Achievement Goals and Intrinsic Motivation: A Mediational Analysis. *Journal of Personality and Social Psychology*, 70(3): 461-475.

5. Ashforth, B. & Saks, A. 1996. Socialization tactics: longitudinal effects on newcomer adjustment. *The Academy of Management Journal*, 39 (1): 149-178

6. Asma Ibrahimi .2015.Professional pressures and their relationship to marital compatibility of working women-A Case Study on a Sample of Nurses and Teachers in the Department of Tolka. *PhD dissertation*, Biskra, Algeria.

7. Badis Boukhalwa & Suhaila qmw.2016. The effect of Organizational Support on quality of health services applied study on hospital of mother and child in Touggourt. *Algerian Journal of Economic Development*,5 :1-20

8. Choo Ling Suan& Aizzat Mohd Nasurdin.2013. Role clarity, supervisory support, peer support, and work engagement of customer-contact employees in hotels: A future research agenda.. *International Journal of Tourism Research*, 18(1): 315-329.

9. Cooper-Thomas, H. & N. Anderson .2002.Newcomer adjustment: The relationship between organizational socialization tactics, information acquisition and attitudes, Journal *of Occupational and Organizational Psychology*, 75(4): 423- 437.

10. Dan S. Chiaburu, Karen Van Dam & Holly M. Hutchins.2010.Social Support in the Workplace and Training Transfer: A longitudinal analysis.*International Journal of Selection and Assessment*. 18(2):187-200.

11. Eisenberger, R, Huntington, R, Hutchison, S. & Sowa, D. 1986. Perceived organizational support.*Journal of Applied Psychology, 71*(3):500-507.

12. Feij, J.A., Whitely, W.T., Peiro, J.M., & Taris, T.W. 1995. The development of career- enhancing strategies and content innovation: A longitudinal study of new workers. *Journal of Vocational Behavior*, 46: 231–256.

13. Jacob Brix& Karen M. Lauridsen.2012. Learning styles and organisational development in practice: an exploratory study of how learning styles and individual learning strategies can facilitate organisational development. *Int. J. Innovation and Learning*.12 (2):181-196.

14. Jamie A. Gruman, Alan M. Saks, David I. Zweig.2006. Organizational socialization tactics and newcomer proactive behaviors: An integrative study. *Journal of Vocational Behavior*, 69: 90–104.

15. Jokisaari, M. & Nurmi, J-E. 2009. Change in newcomers' supervisor support and socialization outcomes after organizational entry. *The Academy of Management Journal*, 52 (3): 527-544

16. Klein, H. J. & N. A. Weaver .2000. The effectiveness of an organizational-level orientation training program in the socialization of new hires. *Personnel Psychology*, 53(1):47-66.

17. Louis, M. R.1980.Surprise and sense making: What newcomers experience in entering unfamiliar organizational settings. *Administrative Science Quarterly*, 25(2):51-226.

18. Malika Ben Zian.2004.The Work of the Wife and its Implications for Family Relations. thesis M.A. , Constantine, Algeria.

19. Marcela Rodica.2016.Organisational Socialization in the Context of Career Path Changes. *Bulletin of the Transilvania University of Braşov* , 9(2): 1-08.

20. Myers, B. 2010. Organizational support, perceived social support, and intent to turnover among psychiatric nurses: a mixed methods study. PhD dissertation, Birmingham, Alabama.

21. Nancy Lockwood .2004.The Glass Ceiling : Domestic and International Perspectives .*Research quarterly the society for human resource management*: USA, 1-10.

22. Nelson, D. & Quick, J. 1991. Social support and newcomer adjustment in organizations: attachment theory at work? *Journal of Organizational Behavior*, 12: 543-554

23. Niloufar Seyedyousefi, Seyed Mohammad Hosseini Fard, Fateme Tohidi .2016.The Role of Organizational Culture in Knowledge Management. *Mediterranean Journal of Social Sciences MCSER Publishing*, 7(5):412-418.

24. Rhoades, L. & Eisenberger, R. 2002.Perceived Organizational Support: A Review of the Literature. *Journal of Applied Psychology*, 87(4): 698-714.

25. Rubin, S. E., Chan, F., & Thomas, K. R.2003. Assessing changes in life skills and quality of life resulting from rehabilitation services.*Journal of Rehabilitation*, 69(3):4–9.

26. Samia Arifi.2012.Working Mother between Family Roles and Professional Roles. Master's Thesis , Bouira, Algeria.

27. Saoud Murad .2010.The Effect of Social Support (in its Different Dimensions) on Mental Health in Thyroid Patients. Thesis M.A, Tizi Ouzou, Algeria.

28. Sharon K Parker & Helen M Williams.2001.Effective team working: Reducing the psychosocial risks.*European Journal of Work and Organizational Psychology*, 20(1):1-144

29. Talya N. Bauer & Stephen G. Green .1998.Testing the Combined Effects of Newcomer Information Seeking and Manager Behavior on Socialization, *Journal of Applied Psychology* 83(1):72-83

30. Taormina, R. 1997. Organizational Socialization: a Multidomain, Continuous Process Model. *International Journal of Selection and Assessment*, 5(1) :29-47