

**The process of professional integration in to a job position  
with in a private industrial establishment A field study at the  
Foundation "CEVITAL" METALSIDER " in Oran**

**Sihame Boukhanouche<sup>1</sup>**

**<sup>1</sup>University Oran 2 Ahmed Ben Ahmed (Algeria)**

**Sihame31-oran@hotmail.fr**

Received: 10/11/2021

Accepted: 27/11/2021

Published: 23/01/2022

**Abstract:**

This research paper deals with the presentation of the most important results of the process of professional integration of workers in their positions and in the industrial establishment of the private sector in which the field study was conducted, the "METALSAIDER" Foundation of the "CEVITAL" in Oran, relying on the qualitative approach to analyze and describe the phenomenon, and we have come to achieve the professional integration of the worker, affected by a group Among the factors, the most important of which are representations, working conditions and atmosphere, behavior, formations, qualifications and the organization al aspect prevailing with in the organization ,The more the organization pays attention to that, the more it achieves their of workers integration and professional satisfaction, which is reflected in the best behavior with in the organization.

**Keywords:** professional integration ; job position; organization; private sector ; industrial establishment.

---

*Corresponding author: Sihame Boukhanouche .*

## **1. INTRODUCTION**

Many researchers in various fields in the social and human sciences are interested in the issue of work conditions, which is directly related to the worker within the organization and his professional integration therein, and its contribution to shaping his behavior and representations according to the organization of the institution and the extent of his professional satisfaction with the prevailing working conditions, especially in the industrial institution in the private sector.

Where work conditions are defined as everything that surrounds the individual in his work and affects his behavior, performance, and inclinations towards work, the group he works with, the administration he follows, and the institution to which he belongs. “Henri Savall “ defines them as including everything of a material nature such as lighting, noise, heat. And everything that has a psychological and moral nature, such as horizontal relations with the rest of the workers and vertical relations with the administrative ladder” (الشنواني، 2004، ص 115) and everything that represents the organizational nature as the content of the work with its importance and nature.

As for professional integration, it represents and indicates “the person’s adaptation according to the requirements of society or in line with the group to which he belongs, to abide by his responsibilities and respond to its demands and integrate into his full life cycle (أبو مصلى، 2006، ص 41).

)and it also represents “general solidarity.” of values and their integration through the overlapping of the division of labor system”

(معن ، 2000 ، ص 27), and by professional integration, we mean, according to our study, the integration of the individual/worker with his work position within the private

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

industrial establishment and with the work group with which the behavior shares the standards and perceptions of work in it.

To achieve this, his integration within the organization of the institution since his entry and acceptance into it within the work relationship according to his position with the private industrial establishment, and his adaptation and physical conditions and the working conditions prevailing in it, which gives him the value and type of behavior inside and outside the industrial establishment, to appear in the good performance of his tasks and his adaptation within the work group and not absenteeism and idleness or leaving Work and search for work and another institution that may compete with it in the market, and this represents the importance of this study and the aim of it is to highlight the importance of professional integration of the worker and its impact on working conditions within the industrial industrial establishment with the private sector.

Among the most important sociological studies in work and organization that dealt with this topic is the **“School of Human Relations,”** which referred to the working conditions in the industrial establishment and its impact on workers and their professional integration in it. Among its most prominent pioneers is **“Elton Mayo”** , which focused on human relations within the organizational system, which came as a response On the theory of the scientific organization of work and the classical theories **"OST"**, pioneered by **"Frederick Taylor"** and **"Fayol"**, which viewed institutions as a formal and rational organizational structure, and considering the worker in them as a machine to achieve profits for the institution, while Elton Mayo contributed to giving priority to the human aspect of the worker within the institution and its relationship With his co-workers and his superiors that give common perceptions, thoughts and feelings among workers that appear as moral incentives in his

## **Sihame Boukhanouche**

participation, appreciation and respect within the work group to achieve satisfaction and the best productivity, in addition to his professional integration and stability in the industrial establishment.

This is what the study seeks to highlight in this research paper on the impact of working conditions on the professional integration of the worker in the industrial establishment of "METALSIDER" (The private industrial enterprise "METALSIDER," of the "CEVITAL" complex, in the field of steel production for construction and concrete for public works, located in the industrial zone of Hassi Amer, Oran).in which the field study was completed, and our question revolves around:

How do working conditions affect the professional integration of the worker and determine his behavior and perceptions in the industrial establishment in The private sector, "METALSIDER"?

Relying on the basic hypothesis of the study of this subject represented in: The physical and organizational working conditions contribute to the professional integration of the category of executed workers in the industrial establishment "METALSIDER", by achieving job satisfaction, regulating their behavior, and their stability in their positions within their representations to work in.

To study this topic, we rely on the appropriate qualitative approach to the study to collect information from this field research, using the semi-directed interview technique and direct observation on the respondents from the category of executing workers in the private industrial establishment of the "CEVITAL " METALSIDER " Complex in Oran. By the multinational industrial corporation "Tosyali" with the same industrial field.

The research sample was distinguished that it represents the category of executed workers of the gender "male" only

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

because the nature of this work is reserved for the category of men in the establishment's production workshops, which excludes women working in the industrial establishment to work in it and their work is limited only to management.

The results of the research revealed to us that the research community represents a group of young people between the ages of 25 to 39 years, and it consists of **six (06) respondents** who have professional training certificates in various disciplines needed by the industrial establishment "METALSIDER" and who are different in terms of educational level (medium and secondary) and they had previously worked in a multinational industrial enterprise "Tosyali" (The multinational industrial corporation "Tosyali" is a joint venture between Algeria and Turkey for the production of iron for construction and public works, located in Shahairia, BETIOUA, Oran.), according to their statement to us, as part of the results obtained during the period of exploratory and field research to analyze and study this subject, which we list below.

Influence of workers' integration by the physical and organizational conditions of work in the industrial enterprise:

The interest in working conditions is due to the "Elton Mayo" which he conducted research in the work shops of the "Hawthorne" factories of the "Western Electric Company" in the United States of America, during the period 1927-1932, (بشیر، 2018، ص 23)، in which he concluded that other factors affecting the Labor productivity and working conditions.

Its aspects are many, as they are related to the physical aspects of work in creating the workplace, and some of them are related to the social aspects of work, where the role of the work team, work relations and communication among them, increase

## Sihame Boukhanouche

productivity, etc., as well as the environment and place of work, preparing it and improving its working conditions.

Many institutions seek to improve working conditions, which has several benefits that lead to high morale in workers' feeling of safety and reassurance in the performance of their work and the integration and harmony of workers at work and their love for it, with higher productivity and mastery of work and a decrease in work accidents in the institution.

### **2.1 Determinants of working conditions:**

We define it from various factors, including those related to the work atmosphere: it is one of the factors referred to by "**Elton Mayo**", including "lighting and its impact on productivity, focus on noise in addition to other factors" (Armand, 2000, P473).

The noise is defined: according to its intensity, source and type, which affects the hearing and the health of the workers and creates anxiety and disturbances on the one hand and on the other hand leads to a low level of work performance; Lighting: It is necessary for the performance of work and is related to its required level and degree. If it is low, it leads to visual disturbances, pain and difficulty concentrating. Temperature: working at low temperatures leads workers to suffer muscle spasms that result in work accidents, and its high leads to fainting and other symptoms.

(بشير، 2018، ص39) increasing production, satisfaction, and integration in the industrial enterprise.

There is a relationship between working conditions and the professional integration of the worker in his position, and whenever they are available and appropriate for him, the more his professional integration increases and this contributed to the formation of his perceptions and behavior of satisfaction and stability in them, especially the physical working conditions

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

where the surrounding working conditions affect the performance of workers for their work, which contributes to His integration with it progressed, especially from “physical conditions, lighting, ventilation, which achieve better focus and with less effort in performance” (بن ترمية ، 2004 ، ص 228).

It is called professional integration for a purpose, which is “to achieve political, economic and racial integration to achieve large economic entities capable of competition” (إسماعيل ، 2008 ، ص 64) as it is known as “the union of groups that were separate before into one group, or it is Acceptance of a specific individual from the rest of the group's members ” (غيث ، 2006 ، ص 224).

## **2.2 Aspects of professional integration:**

most of them appear in the actions, behavior and behavior of the individual, his behavior and his productive return, and they can be classified between positive and negative manifestations as follows:

A- Positive aspects: the most important of which is the discipline at work: which leads to a decrease in absenteeism and fewer work accidents, that is, the integration of the worker into his work and in the institution, which leads to a decrease in absenteeism, an increase in productivity, the growth of society and the achievement of prosperity; In the rise of morale, where “individuals in society feel pride, strength and optimism as a result of their awareness of the value of work and their sense that their society takes care of them and protects them from the dangers and problems that may encounter them”

(بومخلوف ، 1984 ، ص 265), this is what encourages them to practice work on In the best way and work to develop their

## Sihame Boukhanouche

capabilities and competencies in order to meet the needs of society; Sense of security and stability: workers feel financial, social and even psychological security, as a result of meeting their demands and satisfying their desires and the desires of others, as the profession provides them with their livelihood and the livelihood of their families, thus removing fear of the future.

B- Negative manifestations: They are represented in instability, in the absence of their integration into work and the industrial establishment, and in their professional and social relations, which makes the worker in permanent instability, which negatively affects his life and the lives of others, including: Absenteeism, which leads to the lack of integration of workers in their profession to an increase in their absenteeism from performing Their work whenever the opportunity is given to do so, and this negatively affects their professional and social lives and lowers their income and wages.

### **2.3 The objectives of professional integration:**

It leads to increasing the efficiency of performance and benefiting from the accumulated experiences of the organizations, achieving the principle of vertical and horizontal integration between them, creating a balance between environmental and internal conditions, increasing profit and strengthening the financial positions of the institutions. According to the statement of the majority of the respondents to us: According to the respondent's **statement No. 02** (male, 29 years old, his educational level is average, he obtained a training in mechanics and he previously worked at the Tosyali Institution):

**"I found in this institution good conditions that helped me integrate into work, unlike the other institution "Tosyali", in which I found danger, work accidents and lack of ventilation, so I changed the institution."**

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

The industrial establishment's provision of the workers' physical working conditions, especially in the production workshops, has an effective role in increasing their activity and their integration in it without thinking of changing it in the interviewee's permit **No. 05** (male, 25 years old, his academic level is final. :

**"I changed the job from the multinational industrial establishment to this establishment because it did not provide us with the necessary conditions to work from ventilation, lighting and protection from the dangers of working in it. This is what I found in this establishment and helped me integrate and settle in it and work in comfort."**

With the availability of the organizational, material and moral conditions of mutual respect and appreciation among workers, it has an impact on their behavior and adaptation and the system of the industrial establishment, where whenever the private industrial corporation "Metalsider" provides permanent and stable jobs for its workers, it increases the integration and stability of the worker in it, and this increases their adherence to work in it. .

Where this institution employs them on the basis of the qualifications it needs and the number of workers based on conducting employment interviews and knowing the qualifications of the candidates and subjecting them to a probationary phase after their appointment and this before their confirmation for a maximum period of three years based on renewable employment contracts in the respondent's permit **No. 01** (male, 39, The educational level is medium, has a professional training in electricity, and has previously worked in "Tosyali ":

### Sihame Boukhanouche

"I got a job in this institution after conducting an employment interview, after which I was called and started a two-year renewable employment contract, and I am satisfied to work there."

### **3. The importance of occupational security and working conditions in the industrial establishment:**

Occupational security focuses on the worker's health and freedom from diseases, and in its comprehensive concept, it is "the state of complete physical, psychological and social sufficiency of the individual"

( 400 ص 2008 ، جاب الرب ) , and this means protecting workers from work hazards and accidents by implementing their protection, security and safety programs Including by reducing injuries and accidents in the workplace and preventing their occurrence by applying preventive measures to ensure their safety.

The majority of the respondents stated to us about the importance of the interest of the Industrial Corporation "METALSIDER" besides the prevention of work accidents in its organizational culture to work for all workers by respecting this in the type of dress and taking all the means that protect them from work accidents and monitoring them on that and this is what was observed during our field exhortation in the institution .

It also punishes workers who violate this system and the basic rules on which the industrial establishment "METALSIDER" relies, which motivates them and achieves their integration into work and the formation of their representations to settle in it, unlike what was found by workers who worked before in the multinational industrial corporation "Tosyali", which it does not provide And it does not care about the safety of its workers. but now as they have no desire to

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

change it and work in another institution, according to the respondent's statement **No. 03** (male, 34, educational level is average, obtained a professional training in welding, previously worked by "tosyali"):

"I found interest in it for us workers from the dangers and accidents at work, and it is mandatory to wear special clothes such as gloves, shoes, and hats for the prevention of work accidents, and we will be punished by the opponent if we do not respect these rules and I am satisfied with this organization and work in it."

And the respondent's **No. 04** (male, 25 years old, professional training in mechanics worked by "tosyali"):

"I worked in "Tosyali", where there is a lot of danger that does not provide tools and means of preventing work accidents, and many Algerians I worked with died from work accidents and they do not care about tha" but my work in this entreprise " METALSIDER ", "It preserves my health and my life. I found this organization and attention in it to protect us from work accidents. I want to stay and work in it, and I am satisfied with it. It helped me integrate into it better than the previous institution."

His statement reflects his representations about working in a private industrial establishment for one of his countrymen, which provides him with social protection and suitable working conditions for his professional integration therein and satisfaction with his work, in contrast to what he found in a multinational enterprise that exploits his efforts and does not preserve his health, life, and professional and social integration in it.

## Sihame Boukhanouche

### **4. Services and social protection in the private industrial enterprise “METALSIDER”:**

interested in providing social services to workers, which would achieve entertainment and preserve its workers, including social security and protection, which is important for workers.

With the provision of means of transportation, food, social assistance on religious holidays, occasions such as marriage, circumcision , health services and others, which, on the other hand, achieves their integration in to their positions and the institution and their satisfaction with work, according to the respondent's **No. 05:**

"Help me integrate into the institution, with all the good conditions it provides for us, in which we get social security, transportation, food and other assistance, such as a worker with us when he is about to get married, a small amount of assistance and others."

### **5. Training courses and integration of workers into the institution:**

There is also an important role in providing the industrial establishment by providing training courses for its workers within its organizational framework to achieve their professional integration in their positions, to increase their capabilities and skills, especially in the use of machines to avoid their dangers and work accidents to achieve industrial security in the respondent's **No. 01:**

"I learned a lot from a three-day training course within the institution about the use of machines, the prevention of work accidents, and the benefit from the experiences of our officials, which helped me to do the work easily and my rapid integration into the institution and work with colleagues in good conditions."

We reached the role of enabling the private industrial enterprise “METALSIDER” of its workers to work in positions

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

according to their composition and field of specialization, in terms of the importance of the division of labor, which increases their integration into the enterprise, satisfaction with work, stability and organization in the respondent's No. 02: "I work in my field of specialization, and this helped me integrate into the institution, and I am satisfied with this work in this institution, while the previous institution, "Tosyali" was not according to my specialization, and there is an insult to the worker in it. It is not suitable for work, it requires patience and change for the better.

**6. The catalytic role in the Industrial Corporation " METALSIDER ":**

The Industrial Corporation " METALSIDER " granted the workers many material benefits that correspond to the efforts made and then encourage the workers to do their utmost and motivate them, which contributes to their integration in its organization and in their positions, by providing an appropriate wage system for workers, and obtaining promotions and incentives to perfect the work And his performance in a timely manner that achieves, on the other hand, their satisfaction with their work, according to the respondent's No. 03:

"I found a suitable wage in it and I am satisfied and it motivates me to work in it" And also the respondent's No 06.

"The institution offers us a suitable wage according to our effort, this motivated me and I easily integrated into the work"

The results of the study highlighted the interest of the Industrial Corporation "METALSIDER " to provide periodic medical examinations every year to workers, which increased their satisfaction with work and their integration into it.

In addition to the results we have reached, we find research work and studies that show that the most important characteristic of the private sector is the endeavor to improve working conditions to preserve its workers that lead to

## Sihame Boukhanouche

improving production and achieving its other goals, including this institution in which the study was conducted.

The working conditions are improved through the continuous modernization and maintenance of the production machines, and this is what we found among the interests of the Industrial Corporation “METALSIDER” of the “CEVITAL“ Complex “by giving priority to its success and preserving its workers by improving working conditions and industrial security measures that achieve the protection of the human element and provide him with a suitable environment for work without Risks in terms of providing all physical conditions in terms of light, noise, ventilation, safety devices and other measures aimed at protecting humans, machines and raw materials.

### **7. The role of the working relationship between the implementing workers and officials and their professional integration:**

The worker spends in the industrial establishment a certain period of his day and his social life, which allows him to form work relationships based on respect and satisfaction with work within the establishment, and as indicated by the School of Human Relations, who gave importance to the work group and the social interaction in it to achieve common goals within their common ideas that build Their representation and behavior within the institution increases their integration into it.

The majority of the respondents stated the importance of the work relationship between them and those responsible for them, which plays a role in their professional integration with their positions, and the industrial establishment, which is indivisible from the conditions and atmosphere of work, and which gives a moral motive and incentive for his stability and integration in it, in the respondents' statement **No.03**

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

“One of the important working conditions for me is my relationship with the workers and officials in it. Respect and appreciation helped me integrate and settle in it, and this I found in this institution, and I did not find it in the “Tosyali” institution previously, in which there was “ Despise the worker ” and disrespect for the workers, so I changed it.”

**7.1 Conflict and labor disputes in the private industrial enterprise “METALSIDER”:**

“Chandraraskar” says, “The more you put a group of individuals in a work situation, the more likely it is that conflict will erupt between them because of different work habits, morals, ways of expression, opinions” (chandraraskar,2011,P08-09), And others where the conflict and labor disputes threaten the harmony between workers, efficiency and their activity within the organization.

He adds, "The conflict between workers cannot be eliminated as it is part of the working conditions and environment," while clear guidelines for work are set in the distribution of responsibilities, roles and practices to create appropriate and homogeneous working conditions among workers within the organization.

The better the relationship between the worker and his colleagues and heads of work, the greater their professional integration in terms of mutual respect between the two parties and good treatment that creates a good working atmosphere within the workshops in the private industrial establishment, and this is what we reached in the majority of the respondents declaring the need for respect among workers. And controlling the organizational aspect between the officials and the workers implementing them.

## Sihame Boukhanouche

### **7.2 Contact in the private industrial enterprise " METALSIDER ":**

The availability of contact between the workers and the supervisor, or the head of the department , is necessary for the performance of work and their integration into the institution and their positions therein, as there is no difficulty between them and without restrictions during the work period with their appreciation and sharing of their goals within the institution that contributes to their professional integration in it and the provision of a suitable work environment for it.

It is defined as “a process by which information, opinions, instructions or orders are transferred and transferred on one hand, and on the other hand, it may be an individual or a group, in order to ensure the continuity of work in the institution” (جاب الرب ، 2008، ص 133).

The importance of communication within the industrial establishment and between workers is highlighted in considering it a set of processes with its social and behavioral administrative aspects, by providing a field for the transmission of information between workers that creates interaction and behavior among them, especially between workers and officials that occur within the institution, to achieve various goals to contribute to the integration of workers in it and the performance of work in The required time and quality,

And the private industrial corporation “METALSIDER” is interested in distributing the information in an organizational hierarchical manner among the workers and it is written or oral depending on the nature of the information according to the statement of the head of the Human Resources Department and the respondents of the implementing workers that they receive the information from the responsible for them, each according to his field of specialization and work And the interest to which he

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

belongs is an integral part of the organization of the industrial enterprise " METALSIDER ".

**8. The worker's occupational integration and formation of his perceptions and behavior within the private industrial enterprise "METALSIDER":**

Professional integration in the industrial establishment achieves several goals, which are of importance to the worker and the institution alike, as it increases the efficiency of performance and learning from the accumulated experiences in the institution, as well as the speed to adapt and organize the institution and its organizational, environmental and physical conditions and create a balance between all these variables.

The worker achieves a role and position inside and outside the institution, which is reflected in his behavior and good performance of the profession in his work position within the industrial institution in the private sector, which is linked to working conditions, as one of its negative effects, which leads to a high rate of absenteeism due to bad working conditions, pressures and work disputes, and high accidents Work, which is considered one of the most important manifestations of bad working conditions that lead to injury to workers according to the degree of its severity.

Accordingly, we concluded that by providing the industrial establishment in the private sector "METALSIDER" to good working conditions and attention to them, this is reflected in the representations and behavior of the worker about his integration into his job position and the industrial establishment and his performance of his work without absenteeism or coercion in his performance according to the statement of the majority of respondents and what was observed during the research This field indicates the discipline of workers, harmony and understanding among officials and the rest of the

## **Sihame Boukhanouche**

workers, which contributed to their integration and stability to work in them by providing what they need.

This contributes by giving the worker perceptions about his work environment and encouraging him to integrate in it and achieve his goals through this work, in the statement of the majority of the respondents in the words of one of them:

I found in this institution " METALSIDER " that cares about us, providing us with good conditions for work that achieved my quick integration with colleagues and respect with officials, and I have a role in it. And here I found peace of mind and value in this institution.

We conclude from the statements of the respondents in our field study of this subject, that the private industrial enterprise "METALSIDER" is concerned with providing the physical and organizational conditions that help the worker to perform his tasks and achieve the required productivity with effort and in the required time. What contributes to the integration of workers executing their positions within the industrial establishment, regulating their behavior and forming their perceptions of stability in it.

### **9. Conclusion:**

Working conditions are considered one of the most important factors surrounding the worker within the private industrial establishment, which affects many goals, especially in the professional integration of the executing workers and their stability therein in the industrial establishment "METALSIDER".

We concluded that the Industrial Corporation " METALSIDER " is concerned with providing moral, material and organizational working conditions that contribute to the professional integration of the worker, especially the physical and organizational conditions to regulate the behavior of workers in discipline, non-absence, absenteeism and compulsion at work.

**The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran**

And the achievement of the most important role in the institution, which is the mutual respect between workers and officials, which contributes to their professional integration and stability in it and the achievement of work satisfaction among workers, which is part of the necessary working conditions as everything that surrounds the worker within the industrial institution.

On the other hand, we came to the formation of the private sector industrial enterprise " METALSIDER " for the perceptions and representations of the worker for stability and work in achieving what the worker needs within it and for his work position from good and appropriate work conditions to present his efforts within a system of organization, respect as moral and material incentives within his representations to work in it.

So we have come to achieve the professional integration of the worker, affected by a group Among the factors, the most important of which are representations, working conditions and atmosphere, behavior, formations, qualifications and the organizational aspect prevailing with in the organization ,The more the organization pays attention to that, the more it achieves their of workers integration and professional satisfaction, which is reflected in the best behavior with in the organization.

The study came out with a set of recommendations for this topic, the most important of which are as follows :

To achieve the growth of the enterprise and its continuation in the market, it is necessary to achieve suitable working conditions for its workers of various socio-professional categories, and are not limited only to the physical conditions such as ventilation, lighting, means, etc.

The more the industrial establishment achieves respect and appreciation among the workers and the officials, the more

## **Sihame Boukhanouche**

they achieve their professional integration and their satisfaction to work in it, and this is within the prevailing working relations within the establishment, and it contributes on the other hand to the formation of their knowledge and representations about the establishment and rationalizing their professional behavior in it for the better

- Reconsidering the development and improvement of working conditions in terms of changing the old means of work to the new one, and providing the necessary tools to protect against work accidents that achieve their integration in them if there is or there is delinquency and changing the institution that does not pay attention to the health of workers in their positions towards other institutions that provide that to them, In addition to the material and moral stimulation, the development of their professional and cognitive skills, and their formation in them, all of this has a role for their professional integration with the institution and their work positions.

In addition to what we have extracted from this study, which was confined to the industrial enterprise of the private sector of the “METALSIDER” “CEVITALI” complex, we find the topic of the hour in the search for work and suitable conditions for work for most job seekers today, and the realization of job opportunities and work in such national or multinational institutions Which absorbs the large number of workers compared to the small and medium-sized industrial or service establishment that gives other prospects for research: about working conditions and the integration of new workers in it?

The process of professional integration in to a job position within a private industrial establishment A field study at the Foundation "CEVITAL" METALSIDER" in Oran

**10. Bibliography List :**

1. أبو مصلاح عدنان (2006)، معجم علم الاجتماع ، دار أسامة للنشر والتوزيع ، الطبعة الأولى ، عمان الأردن.
2. خليل العمر معن (2000)، معجم علم الاجتماع المعاصر، دار الشروق للنشر والتوزيع، الطبعة الأولى ، الأردن .
3. سيد محمد جاب الرب (2008)، إدارة الموارد البشرية، مدخل استراتيجي لتعظيم القدرات التنافسية، جامعة قناة السويس، مصر.
4. صلاح الشنواني (2004)، إدارة الأفراد والعلاقات الإنسانية ، دار أسامة للنشر والتوزيع، الطبعة الأولى ، عمان الأردن.
5. عبد الفتاح عبد الكافي إسماعيل (2008) ، الموسوعة الاقتصادية والاجتماعية عربي فرنسي، الإسكندرية مصر .
6. محمد بشير (2018)، علماء اجتماع التنظيمات والعمل في الجزائر الرعييل الأول، دار كنوز للإنتاج ، تلمسان الجزائر.
7. محمد بن ترمية (2004) ، المرشد الطلابي العام من الالتحاق بالجامعة أو الكلية إلى الاندماج ، الدار المصرية السعودية القاهرة.
8. محمد بومخلوف (1984)، انتقال اليد العاملة الريفية إلى الصناعة، الاندماج والاغتراب، دراسة معقدة في علم الاجتماع الصناعي، معهد علم الاجتماع ، جامعة الجزائر.
9. محمد عاطف غيث(2006)، قاموس علم الاجتماع، دار المعرفة الجامعيتين الإسكندرية، مصر.
10. Armand Dayan ( 2000), Manuel de gestion: Gestion des ressources humaines,) Ed Ellipses, livre6 , France .
11. K chandraskar (2011 ), work place environnement and it's impact on organisational performance, in public sector

**Sihame Boukhanouche**

organisation international jornal of entreprise computing and  
business système, vol 01, France.