

The process of obtaining employment in the industrial enterprise and its development for the Algerian society A field study in the Oran region

Boukhanouche Sihame

University of Oran2 Mohamed Ben Ahmed (Algeria)

sihame31-oran@hotmail.fr

Received: 13/12/2020

Accepted: 09/05/2021

Published:01/08/2021

Abstract:

in this paper , we address the process of obtaining a job in the Public Industrial Corporation. and its contribution to the development of the Algerian society, which is due to the importance of work and industrial institutions , in the development of society, through the provision of jobs and stability of its members and acquire knowledge. And ideas that are due to organizational changes, including the industrial institution "Triflor" in Oran, where the field study was conducted, and we found that they create jobs for different disciplines and rely on a range of stages to obtain, and thus contribute to the development of the individual and develop Society to control the economic and social its changes.

Keywords: work , industrial worker, industrial enterprise, development, economic and social changes

.Keywords: work , industrial worker, industrial enterprise, development, economic and social changes.

1. Introduction :

The theme of the work is related to the development of the society, and it is considered one of the subjects and issues that require attention in all societies to achieve development and progress for them and their members, especially in their dependence to industrialization by providing them to industrial companies in the public and private sectors, and their interest, like other community institutions, in developing the capacities of their workers on the one hand and for the development of society on the one hand Other.

Including Algerian society, which seeks to achieve its development and its development from independence to the present day¹, because the development process requires material and human factors and conditions, especially in the interest of human beings, whose basis is the offer of employment opportunities for him and the investment of his energies and development, in addition to the interest in industrialization and the role of the industrial establishment in society, to achieve Achieve its development in the light of the economic and social changes it is experiencing.

Starting from the fact that the process of industrialization has a role in the creation of new communities, growth and development for them, it helps to transform some villages into cities like the emergence of the industrial city in society thanks to and the result of industrialization in them and their transfer from the agricultural state to the industrial state which leads to a change of state and model community² or region is caused by industry and among them is what Algerian society has known in its different regions, as industry is considered: the basic structure of social life and economic change It is necessary for the individual and for the society³ and, on the other hand, it is considered the most important

¹ محمد عباس إبراهيم ، التصنيع والتحضر، دراسة في الأنتروبولوجيا ، مصر، (دار المعرفة الجامعية ، 2015) ، ص 14.

² المرجع السابق ، ص 58.

³ نفس المرجع ، ص 59.

resource for the unemployed as it absorbs the largest number of workers compared to other types of small and medium enterprises.

And industrialization as a general set of cultural and social changes helps to derive a set of ideas, beliefs and values. To achieve economic development in the need to achieve organized and stable work for members of society, industrialization is linked to work and development, as researchers and thinkers consider "development" has a lot of ambiguity to appear in the first quarter of the twentieth century, to take a place in many general concepts⁴, and "Ibn Khaldun", one of the early thinkers, treated change as transformation and change and has significance in the dynamics of the community and enters this into his analysis of life in the Bedouin community and its comparison with the Bedouin village community and its civilizational character⁵.

Development is an old and renewed existence as long as there are human societies whose members aspire to progress and pass from a state of dissatisfaction to a state and a reality more satisfactory and acceptable to the majority of individuals, and this is done thanks to industry, because it is the actor of the rebirth The national economy, the construction of development, the reduction of unemployment⁶ and the organization of the labor market by providing jobs, which is considered from the point of view of the worker and the job seekers, is to satisfy his necessary needs for himself and for their dependents, because it represents a means of s Satisfy human needs⁷, so that work in industrial institutions includes the division of labor that He was among the most developed societies, which were the industrial societies that had achieved development and change in various groups.

⁴ نفس المرجع ، ص 60.

⁵ فادية عمر الجولاني، التغيير الاجتماعي، مدخل النظرية الوظيفية لتحليل التغيير، مصر، (المكتبة المصرية للنشر والتوزيع ، الطبعة الأولى، 2014)، ص 16.

⁶ مصطفى الفيلاي، مجتمع العمل، برلين، (مركز دراسات الوحدة العربية ، الطبعة الأولى ، 2006) ، ص 130.

⁷ المرجع السابق ، ص 77.

Therefore, we ask ourselves how the work and the industrial establishment contribute to the development of the individual and the Algerian society in the light of its economic and social changes?

2- Method :

This research paper aims to know the stages of obtaining a job in the General Industrial Corporation and its role in shaping and developing the ideas of the worker and society.

Depending on two hypotheses, which are: "The Foundation" TRIFILOR⁸ depends on the stages of obtaining the work For all workers in this organization .

And her depend on basic factors to develop the capabilities of the workers and the society by getting out of unemployment.

In this study, we relied on the qualitative method, using the Interview technique semi-directed and observation direct , at the General Industrial Corporation "TRIFLOUR" in Oran (TRIFLOUR Industrial for steel production in « Hamri » , Oran region), has 197 workers .

A random sample of six respondents was chosen for all occupational groups distributed as follows:

Two in cadres category (Ayman and Amal), the controllers (Kamal and Kawthar) , and the executors (Abdel Raouf, Rayan), (the names of the respondents came at random from the researcher's suggestion) .

And have reached a set of results of the following, after determining the concept of work and its importance.

⁸ Trefleur Industrial Corporation for the production of iron according to each type, related to facilities and construction, located in the Hamri district of Oran, comprising 197 workers

2. Work in society a concept and importance :

The Work has a great importance for the individual and society to develop the social life of its individuals . the work took several forms in all stages of the development of human societies from manufacture to the emergence of the industrial revolution and industrial work, and its definitions differed, from work, service, craft, The bread, the profession, the job. according to the perceptions of the worker of his work and gain his strength to achieve what he needs in his social life.

And his concepts differed according to the studies and curricula that dealt " **the work**" with in its parts or in its full form: Physical or mental , or intellectual activity And considered the work the human being in order achieve goal social, psychological, cultural, economic.where: " the work represents In its comprehensive framework all levels of biological, social, psychological, cultural and economic in the society "⁹. and the work represents a set of coordinated humanitarian activities in order to produce and contribute to the benefit of society and its individuals , to achieve development in it.

And get work or employment when the category Social capable of both sexes: " Social groups that are unable to perform, such as the elderly, and children, are excluded, thus obtaining a certain percentage of the labor force, ranging **from 18 to 65 years**, which is an important category in the society capable of supporting itself and supporting others from the family and individuals In the same society, and the relationship between the workers who are able to perform it and the population in the population theory "¹⁰. And The work is important for the individual and the society to achieve the development of both parties within the public industrial establishment in Algeria, which indicates its development and progress as achieved by European societies and their dependence on industrialization.

⁹ سعدي ، محمد ، صورة العمل و دلالاته الاجتماعية و الثقافية في المثل الشعبي الجزائري ، مجلة انسانيات . مركز البحث في الانثروبولوجيا الاجتماعية و الثقافية . عدد رقم - ربيع- 1997 . ص 24-30. ص 26.

¹⁰ الوادي الوادي ، محمود ، الأساس في علم الاقتصاد..الأردن، (دار اليازوري للنشر والتوزيع ،2007)، ص 46-47،

Because the work is humane in exerting his energy menta to achieve benefit and result in various fields of production, services and is considered a means to obtain profit and a place among members of society.

has been considered "**IbnKhalidun**" Work is a criterion of value and a source of gain and livelihood, and the reason for the increase of wealth, which is subject to the law of supply and demand, with the impact of economic factors, social conditions: " that is, the relationship between work and urbanization through the effects of economic transformations on the concepts of values "¹¹. And "**Adam Smith**" considered work to be the main source of wealth for nations.

And "**Marx and Engels**" see that work is the essence of the human being, between the classical economic trends and modern theories, that the elements of development and production are linked to work, land, and human investment , in addition to the organization,he which the industrial organization depends. , because work is characterized by the ability of the workforce to achieve productivity . as work is an activity that Contributes to self-assertion in society. where The period after the Industrial Revolution was characterized by increased production and satisfaction of work for the workers of the industrial institution of its essential importance .

And since work is linked to effort, it is simultaneously linked to its performance and we find the scientific "theory of work demonstrated this relationship at "**Frederic Taylor**" In his study of the movement and time when working in the industrial establishment, to achieve production and profits and participation in organization within the working relations between them working groups , explained by the "**School of Human Relations**", through his participation in decision-making and in the management and organization of the institution, to develop its capabilities Moreover, and the role of the worker in the institution,

¹¹ بالرابح مُجَّد، الرضى عن العمل، الجزائر، (مخبر تطبيقات علوم النفس و علوم التربية من أجل التنمية في الجزائر ، لدى جامعة وهران، 2011،) ص 29.

which contributes to the formation of worker representations, perceptions and behavior within and outside the industrial establishment, and from this work that brings him the benefit and motivation, material and moral stability, and the development of social life and thus the development of society.

3. View and discuss results:

1) The role of the industrial establishment in the development of society by reducing unemployment and sources of job creation:

The industrial establishment absorbs the largest number of workers and this is what distinguishes it from the rest of the other types of small and medium enterprises, as it attracts job seekers from various disciplines to get out of unemployment¹², which researchers consider to be linked to liberalization and change towards capitalism and privatization, meaning unemployment is a phenomenon associated with the industrial capitalist phenomenon. It is linked to the increasing deterioration of living and social conditions in society in the face of the lack of job opportunities in front of the huge numbers of graduates in institutes¹³, universities, and job seekers who do not find work or do not match their qualifications and the unfavorable job opportunities available and their constant search for a job and a wage that may lead to professional and geographical mobility to achieve this objective, especially in the industrial establishment and its relationship in providing and employing job seekers, is considered the most important factor for the development of

¹² Enrico-pugiese, *Socio-économie du chômage*, L'Harmattan, 1996, P26.

¹³ زكريا سعد الدين الأسدي، البطالة وآثارها الاجتماعية والاقتصادية أسس المواجهة، الاردن، (دار الكتاب الحديث، 2009)،

society¹⁴, which is creating job opportunities for its members and contributing to reducing unemployment and improving social conditions.

including the industrial institution "TRIFLOR" Which contributes to this day in creating jobs for different disciplines and areas that need them despite the organizational changes and circumstances that have known, but it has been able to adapt and impose stability in the market.

And according to the statements of our respondents, had known a period of unemployment before they entered to work in this institution A stage A period they described as difficult in the face of social and economic changes in society and the need to work .

despite their qualifications and certificates in training, whether from the university or from the vocational training, was the credit of this industrial institution, which gave them the opportunity to get a job and stability in him to get paid and improve Their social conditions and their role in the family and society, to get out of unemployment depend on different sources, such as a statement : " **Ayman , 5 years, certificate of engineer in the electronic, married "After graduating from university i began looking for work, I was in unemployment and was a period It difficult for me, and the beginning was six months after i worked Professor of physics, then worked on a contract of limited duration non-renewable in private institution of electricity, in the same period I was looking for permanent work in a public institution and entered to work in this institution with the help of a friend " And :**

" **Amal's statement , 37 years, certificate of Science in Business, Married : After graduation I thought it was easy to get a job because I have a Certificate of university degree, but I found the opposite I experienced a difficult period of unemployment**

¹⁴ Daniel Mercure et Autres, Culture, gestion en Algérie , éditions ANEP,2006,P116.

despite my constant going to the employment agency and getting the card Blue for the unemployed, at the same time I put my CV to this institution because I had trained in the stage of preparing a university. degree and with the help of friends i was called me to work here " .

This shows that the period of unemployment and the search for a job , is a stage defined by the Enterprise tires despite their qualifications and certificates , of difficulty in obtaining him . and the role of the industrial institution "TRIFLOR" which enabled them to do a permanent job in it.

In addition to other groups of members of the community who received degrees in studies Applied and from the vocational training in various disciplines, known stage of unemployment before entering to work in this institution, and this:

" Kamal, 34 years of baccalaureate and two years of law major, married ; " I was studying in the law school, and stopped studying because of the difficulty of my social conditions and the need to work and to get out of unemployment I started working in a clothing store at a friend of mine to get The wage I needed, and then I went to work in this institution with the help of a family member " And :

" Kawthar , 45 years old, Sami technician in the electronic DUA, married : " I was in unemployment, I could not find a job and Thanks to one of the family members, I started working in this institution " .

This shows us that the period of unemployment experienced by this professional category of controllers despite their qualifications and certificates , and here lies the difficulty in obtaining a job position and this is what we have reached with the category of implementers in :

" Abdel Raouf , 28 years, vocational training in soldering : " I completed my vocational training and stayed without work " . And said :

" Ryan, 36, a vocational mechanic, married : " I was unemployed and the father brought me to work with him here in this institution "

From The sources of Get to work in the institution presence of relatives and friends according to the respondents' statement , due to the role of the institution in providing an opportunity to get a job in them on the one hand , and the importance social capital , On the other hand . because the institution "Triflor" knew the circulation of individuals The family to work in it from son to father and grandfather , being an institution with a history of pre-independence. and here lies the relationship of individuals with society and its institutions in search of work : " because society is where man lives as a social being To be a relationship Social which sets the principles and foundations, regular behavior of members of the community " ¹⁵ . The Industrial Corporation has a great role to develop society, in building the economy and creating jobs for its members.

Pointed by "El Ayachi" out that « industrialization in Algeria constitutes the cornerstone for achieving a social project aimed at educating Algerians and transforming them into modern citizens towards development. In the transition of Algerian society from the traditional to the rational society » ¹⁶ . And the Algerian industrial establishment first paid attention to the economic aspect ,and then aspect of the social aspect , according to "Ali kenz" «The Algerian industrial establishment has become an economic and social institution, which is forming a new man with new representations and identity in the organization industrial » ¹⁷ . and this lies in what the industrial enterprise in Algeria has known organizational changes ¹⁸ . Through the transition from self-management to

¹⁵ أحمد رشوان حسن عبد الحميد ، نظرية المعرفة و المجتمع ، دراسة في علم اجتماع المعرفة ، مصر، (مؤسسة شباب الجامعة ، 2008) ، ص 205.

¹⁶ جمال غريد ، العامل الشائع ، عناصر الاقتراب من الوجه الجديد للعامل الصناعي الجزائري ، العمل أشكال و تمثلات ، انسانيات عدد رقم - ربيع -1997، crasc، ص 08.

¹⁷ محمد بشير ، علماء اجتماع التنظيمات و العمل في الجزائر الرعييل الاول ، (دار كنوز للإنتاج و النشر و التوزيع ، 2018) ، ص 21.

¹⁸ صلاح خليل ابو اصبع ، الاتصال و التنمية المستدامة في الوطن العربي ، (جامعة فيدلادلفيا ، 2009) ، ص 03.

privatization, which sent us two sectors in the field of industrialization, namely the public sector And the private sector of the industrial enterprise.

The industrial establishment in Algeria has known its organizational changes, through the transition from self-management to privatization and a market economy that has sent us two sectors in the field of manufacturing, which is the public sector and the private sector for the industrial establishment that includes a large number of workers in various fields and disciplines to achieve Productivity and continuity in its environment of competition, which leads to the production of ideas, perceptions and representations of work for its workers for their integration and stability in them, so besides the public sector there is the private sector to search for development for society and its members in creating jobs, and its presence is considered one of the goals of the state And within its economic and social plans, as a transitional stage that came within conditions and socio-economic changes, to achieve balance and social benefit, which on the other hand included defining the legal and legislative aspect¹⁹ of the participation of institutions in the private sector in front of institutions in the public sector for industrialization to advance development and development with mutual benefit. In all fields²⁰, today the private sector, on its part, in industrial enterprises is considered a basic social and economic base in its role to develop society and provide employment for individuals E, and this is what we have come to know that Triflor Industrial Corporation, despite the organizational conditions that it knew, which threatened its continuity in the market, but it continued its existence through the efforts of its workers and contributes to the development of society by providing job opportunities for its

¹⁹ Djilaliliabes ,une approche strictement économique du secteur privé ,l'industrie privée en Algerie CNEAP,N°2 juin 1985, PP 117-137.

²⁰ انظر: عبد المجيد بوزيدي ، الصناعة الخاصة في الجزائر ، مجلة التخطيط المركز الوطني للدراسات و التحليل الخاصة بالتخطيط ،

رقم 02 ، جوان 1985.

members by relying on clear-cut measures of identifying the need for the type of specializations that They need it and attract them by relying on the National Employment Agency and announcing that, appointing them after conducting an employment interview and integrating them into their work positions, which has the effect of reducing unemployment for members of society and obtaining a job in it.

This is what we found that despite the regulatory conditions that have threatened the continuation "TRIFLOR" in the market, has continued its presence through the efforts of its workers and contributes to the development of society by providing job opportunities.

2) The process of obtaining a job position in the TRIFLOR Industrial Corporation :

The Foundation relies on a set of procedures for obtaining a job position, after determining the number of workers and specializations it needs, after which it be announced and attracted within a set of procedures that relies on it to resort to the National Employment Agency in Oran where it is deposited. Informing job seekers and going to the institution to file the job application and conducting the employment interview.

After determining the suitable workers for the conditions and needs of the job position, they are then appointed and the training stage for one to two years to be installed as permanent workers.

while we have reached to rely on Other sources To attract workers to them by informing them by friends, or a member of the family, the status of the work application and bring a cv and the employment document from the employment agency, which is a link between them and the institution, and then pass through the rest of these stages to be Get a job. in them According to:

Ayman "I have my boyfriend who works in the organization who told me that she needs to specialize. I went to L'ANEME and got employment document "the bulletin", and I took it to the Human Resources Department with a file containing all the data and certificates, and then I was called to the interview , A week later I started working

and I was appointed to a fixed-term employment contract to train for one year and after this period I was installed according to the certificate obtained " .

We found that the tires got the job based on Depending on their friends, in the transfer of information about the need for positions in the institution in their specialties. while we found that the category of controllers and implementers have relied on another source is one of the parties Family members who work in the institution, and from the father at the executors as they have told us while the employment agency is a liaison between job seekers and the institution . to obtain it.

In this way, we conclude that "TRIFLORE " Industrial relies on clear methods and procedures to obtain employment, with various sources of information that depend on social capital and social relations.

3) The development of the industrial institution to the capabilities of the worker and the development of society :

The industrial establishment seeks to develop the capabilities and competence of its workers through reliance on training programs, by allocating training courses according to the need of workers and has varied between the internal training in it, and the external training at the level of specialized training centers, to include the theoretical and practical training to develop their knowledge.

The majority of respondents stated that they received training from the Foundation, which increased their knowledge about the work according to:

Amal's statement: "I got a training inside the institution and outside the institution for a week between theoretical and applied, and a lecture, and I have used it to do the work"

And Training within the institution applied for three days in the use of the machine for cutting iron and programmed automatic, and learned quickly , in the statement following:

Ryan" I got a training to of using the machines properly, I gained information and benefited from it "

The training courses offered by the industrial establishment are carried out according to the workers' need and are determined to benefit from them institution in its surroundings under these changes to achieve community development .

There is a clear relationship " in the participation of the worker in the development process of society, through the interest in employment and provide him with a job and training him to develop the capabilities and qualifications" . that is depend in this industrial institution on him.

As the process of development for society is an end in itself and a tool at the same time, and man has a large income in it²¹, especially by providing him with job opportunities and stability in him and in the institution, and to achieve development requires expansion of economic and social organizations as well as a change in individual trends. Perceptions and representations of their own in society, especially in representations of work and the industrial enterprise, by learning and developing capabilities and investing them in community service, in the industrial establishment obtaining qualified workers that it seeks to attract and give them jobs to work in, in addition to achieving suitable working conditions For them, their formation in it and the development of their knowledge more for their integration and stability in it all of which are factors for the participation of members of the community from the workforce to develop it .

The industrial establishment seeks to develop the capabilities and competence of its workers by relying on their formation inside and outside it and by their relationship to the job position and the rest of the workers in it, Through which knowledge and skills are acquired for his performance we find that "Dour Kayim" ²² has dealt with this, to show us the importance of knowledge, training, and the acquisition of various knowledge and skills in society, through L its developments and changes in all areas, especially those affecting

²¹ جهينة سلطان و اخرون ، علم اجتماع التنمية ، (الاهالي للطباعة و النشر و التوزيع ، الطبعة الاولى) ، 1999، ص 45.

²² المرجع السابق ، حسين عبد الحميد احمد رشوان، ص 220.

patterns of thought and its social and economic level; Likewise, the increase in the size of human societies associated with the liberation of intellectual activity from restrictions, and this necessitates attention to search for development through the provision of knowledge and knowledge and the acquisition by members of society of ideas that in turn change with changing conditions in society, such as technological change, formative systems, etc.

Because "**Dour Kayim**" He considers that ideas differ from one group to another, and between different time, place, power and contradictions. Rather, they differ within the same group that constitute representations and perceptions among individuals, which differ and change from one time period to another, as "**Auguste Comte**²³" stated that The change of society is achieved through radical changes in the social values in which its members share between necessity and resistance to change, which are on a scientific and mental side in another way to live that requires social solidarity with awareness, cultural and religious values, and renewed ideas in their way of thinking and rationality in abandoning Traditional ideas and adopting new ideas to serve human relations and society efficiently and move them towards progress towards achieving community development, including the state of Algerian society in building its economy and developing it after independence and Dependence on industrialization and the establishment of industrial enterprises, which led to the production of a transitional status for the worker from agricultural work to industrial work and the creation of other perceptions and representations of work and reproduction of the common worker integrated within the system and culture of a prevailing institution and his collision with the new industrial worker with different qualifications and certificates in different fields in representations Other than working in the industrial establishment, the new industrial factor today differs from the common industrial factor in work

²³ Mostefa Boutefnouchet, société et modernité les principes du changement social, offices des publications universitaires, Alger 2004, Pp 21 -22.

representations. According to "Jamal Grid"²⁴, he sees in the common understanding of him, according to Marxism and liberalism, and his presence in the factory, representing the rational side and effectiveness through his work in the institution that forms his representations by educating him, and contributes to his social upbringing, and thus it is the element that spreads in that society. Rational standards and values, progress and development of society, where the entry of young people or women to work in the industrial enterprise, is the entry into a new linguistic world that develops its capabilities and social upbringing like the rest of the institutions of society, the industrial worker is ready to learn the tools, places, technologies, as well as the work environment And the acquisition of social relations, representations and common ideas with the work group, according to time and place, as it is a break between agricultural time subject to the natural pace, and the literal or commercial time, and the religious time, and the formative time in the university or vocational training institutes and entry into the form Another and another pace of work, which is industrial work, and here lies the role of the industrial establishment that contributes to developing the capabilities of the worker after entering to work in it, by obtaining training courses, inside or outside the institution, to integrate into his work position, and to acquire knowledge And professional experience with the work group, through the training programs it provides to them, and this contributes to the performance of their tasks on time and with the required quality to ensure their stability in their work and in the institution, and on the other hand the stability of the institution in its production process and its work environment, which is Consequently, it leads to the development of society by employing its members, providing job opportunities, and further developing their capabilities and experiences within the institution, which guarantees them the best social life in light of the economic and social changes of Algerian society.

²⁴ المرجع السابق ، جمال غريد، ص 11.

Many researchers have indicated this that the Algerian industrial establishment should pay attention to the formation of workers in it, because it gives the individual or worker all the necessary and required knowledge to carry out his tasks, his job and his work position, which facilitates his integration into his position and qualifies him for promotion to other positions During his career in the industrial establishment, so that he can work in harmony and work with these acquired capabilities to ensure his stability and continuity in the light of the changes that society knows, because the industrial establishment depends on the qualifications of its members, and here lies the relationship of influence and influence between it and the worker in it and his stability in The position of work and the industrial establishment in front of other industrial establishments competing with it in its surroundings and in the Algerian society.

And "**Donald Philip**"²⁵: pointed out the importance of this by getting work, improving their expectations for development and opening the way for this active group in society where The development process of society is an end in itself and an instrument at the same time " , Especially by providing members of the community with employment opportunities in her institutions. And acquiring knowledge and skills for its performance.

The formation of workers on which the industrial establishment depends is considered one of the most important processes that contribute to the development of expertise, in giving the individual or worker all the higher knowledge required in the job and the position of work to perform, and this is to facilitate his integration and stability in the institution and carry out his tasks in the required manner, especially in operations The productivity that the enterprise carries out, thus contributing to the development of society .

4- Conclusion :

²⁵ مُجَّد سلامة غباري، التنمية و الشباب، (المكتب الجامعي الحديث، 2011)، ص 21.

We found that work and industrialization are linked to the development process of society, along with natural and human resources, and that is to make good use of them to achieve this goal, especially in the participation of individuals and social groups, especially the youth and women working in the industrial enterprise whether in the public sector or in The private sector. has its own, and its contribution to providing employment and job opportunities that contribute to the development of society building its economy and improving social conditions based on the qualifications of its members and their development within the institution.

Consequently, it leads to the development and development of society because it is part of a complex process with an interrelated relationship with each other, while the goal is one to push the wheel of development in light of the changes that the Algerian society is witnessing, especially in the two socio-economic fields, which needs concerted efforts, and clarification of policies, goals and the ability to adapt With the transformations and changes that occur to it.

On the other hand, concern for the worker and the industrial establishment in obtaining the qualified manpower and its stability in it is the basis for the development of society because the institution seeks to stabilize it and continue its production and activity, and this is done by relying on its organized human resources that achieve its continuous development and formation to acquire knowledge and Professional experience and the formation of work representations for the workers of the institution in the two sectors,

And the importance of this on the institution and society and its development, as to reach the development of society depends on this group active in it, because it is considered a successive process and is not random but rather specific goals for the development of society in all areas Especially the economic and social ones of the Algerian society.

Bibliography List :

- 1- محمد عباس إبراهيم ، التصنيع والتحضر، دراسة في الأنتروبولوجيا ، مصر، (دار المعرفة الجامعية، 2015) .
- 2- فادية عمر الجولاني، التغير الاجتماعي، مدخل النظرية الوظيفية لتحليل التغير، مصر، (المكتبة المصرية للنشر والتوزيع ، الطبعة الأولى، 2014).
- 3-مصطفى الفيلاي، مجتمع العمل، برلين، (مركز دراسات الوحدة العربية ، الطبعة الأولى ، 2006) .
- 4-Trefleur Industrial Corporation for the production of iron according to each type, related to facilities and construction, located in the Hamri district of Oran, comprising 197 workers
- 5-سعيد ، محمد ، صورة العمل و دلالاته الاجتماعية و الثقافية في المثل الشعبي الجزائري ، مجلة انسانيات . مركز البحث في الانثروبولوجيا الاجتماعية و الثقافية . عدد رقم – ربيع- 1997 .
- 6-الوادي الوادي ، محمود، الأساس في علم الاقتصاد، الأردن، (دار اليازوري للنشر والتوزيع ، 2007).
- 7-بالرايح محمد، الرضى عن العمل، الجزائر، (مخر تطبيقات علوم النفس و علوم التربية من أجل التنمية في الجزائر ، لدى جامعة وهران، 2011).
- 8- Enrico-pugiese, Socio-économie du chômage, L’Harmattan, 1996.
- 9- زكريا سعد الدين الأسدي، البطالة وأثارها الاجتماعية والاقتصادية أسس المواجهة، الأردن، (دار الكتاب الحديث ، 2009).
- 10- Daniel Mercure et Autres, Culture, gestion en Algérie , éditions ANEP.
- 11- أحمد رشوان حسن عبد الحميد، نظرية المعرفة و المجتمع ، دراسة في علم اجتماع المعرفة، مصر، (مؤسسة شباب الجامعة ، 2008)، ص 205.
- 12- جمال غريد ، العامل الشائع ، عناصر الاقتراب من الوجه الجديد للعامل الصناعي الجزائري ، العمل أشكال و تمثلات ، انسانيات عدد رقم – ربيع- 1997، crasc .
- 13- محمد بشير ، علماء اجتماع التنظيمات و العمل في الجزائر الرعيل الاول ، (دار كنوز للإنتاج و النشر والتوزيع ، 2018) .
- 14- صلاح خليل ابو اصبع ، الاتصال و التنمية المستدامة في الوطن العربي ، (جامعة فيدلادلفيا ، 2009) ،
- 15- Djilaliliabes ,une approche strictement économique du secteur privé ,l’industrie privée en Algerie CNEAP,N°2 juin 1985,

- 16- انظر: عبد المجيد بوزيدي ، الصناعة الخاصة في الجزائر ، مجلة التخطيط المركز الوطني للدراسات والتحليل الخاصة بالتخطيط ، رقم 02 ، جوان 1985.
- 17- جهينة سلطان و اخرون ، علم اجتماع التنمية ، (الاهالي للطباعة و النشر و التوزيع ، الطبعة الاولى)، 1999.
- 18- Mostefa Boutefnouchet, société et modernité les principes du changement social, offices des publications universitaires, Alger 2004,
- 19- محمد سلامة غباري، التنمية و الشباب، (المكتب الجامعي الحديث، 2011)