



Psychological pension for retired state frames at the SONATRACH complex: case study of the Arzew-Oran gas dilution compound

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Abstract:

The current study sought to identify the level of psychological life experience for retired state frames in the complex of SONATRACH; dilution of gas Section in Arzew, as well as extracting their psychological profile, in order to diagnose their psychological condition and maintain their health and care continuously and qualitatively. We've used the descriptive approach through studying three (03) cases of retired state frames, depending on the semi-guided interview and the observation grid as tools. The study findings showed the retired person experiences a feeling of boredom, difficulty to get adapted to his new life, frustration as a result to the council's officials neglectfulness and lack of support. Besides, he loses his socio-professional status in his social environment, given that his job rank is the source of authority and influence, despite psychological and health sponsorship Approved by the SONATRACH complex for its employees.

Key words: psychological pension - retired state frames - psychological supported - SONATRACH complex.

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1. Introduction

Retirement is considered the end of a career path and an official working time during which the employee has achieved personal and organizational accomplishments and goals ... and others, but the end of service is often related to the psychological and physical health problems of the individual by virtue that the time scale measure is a differential influencing factor, as the American Society for Sciences assumed People between 55 and 60 years old can be called retired youth, but those over 60 are called retired elderly.

And retirement is considered a break from the performance of job tasks practiced by the individual throughout his career path and a transformation that results in a loss of socio-professional status, and lack of benefit from material benefits in addition to health changes as a result of age by making the individual in a psychological disorder and unable to conform to his social status. In the current study, we will deal with the psychological pension of retired state frames at the SONATRACH complex in order to know their psychological and personal features, and how psychological, social and material care is provided for them by the SONATRACH complex.

1.1. Problem statement:

The retired person is witnessing changes in his role as responsible and head of a family, as well as changes in his social and material conditions, changes in his formation and physical, mental and psychological structure that require him to rearrange, package his lifestyle, search for alternative roles to organize his life, and to satisfy all his needs in a similar way to Somewhat (al-Gharib, 1999), and in the same context, many studies such as Benhad studied al-Gharib (2010), the study of Roder, Thomas and Ellis (1992) and the study of Nicholas, Stephen and William (1992) have indicated that retirement is an expected event at a specific time but this time may reach the individual without advances, and without planning, and therefore face a crisis as a result For this change in his life. The WHO reports (December 2017) showed that about 20% of adults aged 60 years and over suffer from a psychiatric or nervous disorder and 6.6 suffer from cases of total disability. Hence, this study comes to shed light on an important topic for an important segment of the workers category, and contribute to the cognitive development of research in the social psychology of organizations, and reveals the psychological life experience for the retired SUNTRACH complex, which is the vital nerve of the national economy.

Accordingly, the researcher formulated the following questions:

- Is there a retirement planning by SONATRACH complex officials?
- Does the complex provide adequate and appropriate health and psychological care for retirees?
- Have the council's officials committed themselves to fulfilling the rights of their retirees?
- Do retired SONATRACH feel the psychological loneliness?

1.2. Study objectives:

The current study aims at revealing the psychological life experience of the retired state frames in the SONATRACH complex, as well as the mechanisms of sponsorship, health care and socio-professional pursued by the complex officials towards the retired.

1.3. Study Interest:

The interest of the research lies in:

- This study is a new addition to enriching the academic field to benefit researchers and those interested in the subject of retirement in Algerian institutions through analytical psychological studies of retired frames in the SONATRACH complex. Besides, it contributes to enriching research in the field of human development in institutions by defining the personal profile of the retired and ensuring his concerns

and interests. And promotion and adaptation of his behavior in accordance with the characteristics and features of the dynamic Seko of the retired state frames in the SONATRACH complex.

- An increase in the percentage of employees wishing to retire early, especially from the state frames category of the SONATRACH complex, where the number of retirees exceeded twenty-eight thousand retirees from 2009 to 2018.

1.4. Study limits:

The study was applied, and its results were extracted and explained within the following limits:

- Human limits:** The study was determined by a sample of retired state frames at the SONATRACH complex.
- Timing limits:** the study was determined chronologically from November to December 2018.
- Place limits:** The study was determined by the Arzio Oran Dilution Compound.

2. Study Fundamental Concepts

2.1. Retirement:

Carb (1966) sees that there are many meanings of retirement, because retirement means from the point of view of those who experience this experience, it may mean the end of the

importance of the individual and his social connections, and it may mean to others a paradise of comfort or relief from hard or exhausting, and may mean to others Completing their obligations to society, and for some, it may mean moving from one field to another. Some researchers see retirement by withdrawing from the workforce within a certain age. Other researchers also see retirement as the end of a certain profession, regardless of what the individual will do next.

As **James H** (2002: 2) knew it was not the well-being of the rich man, or the unhappiness of the sick man, but it is the common share that pervades all segments of the population and some consider it a blessing and others see it as a curse, but it comes, and it often comes arbitrarily at a specific age without Looking at the level of productivity of an individual or his interest in his work.

Abu Hatab and Sadiq (1999) define him as a social process that includes the voluntary and compulsory abandonment of the work that he has been doing most of his senses, and consequently his withdrawal from the workforce in society and his

transformation, at least in part, on the pension system that is paid

2.2. Psychological life experience:

It is all the feelings, and emotions that a person experiences within him that are reflected in his behavior and his personality, that are related to his previous experiences and situations, those feelings differ according to the positions and situations that the individual lives in his life (Zerdoumi, 2006: 15). Feelings are positive or negative depending on the level of adaptation and the achieved psychological compatibility.

2.2.1. Determinants of psychological of life experience:

- The internal psychological environment: It includes the psychological structure of the individual from motives, experiences, values, inclinations, abilities, and emotions.
- The external psychological environment: we mean everything surrounding the individual from a natural and social environment (family, school, work, life events ...).
- Psychological Guarantee: it is the human aiming and continuous process that aims to contain the individual and give him behaviors, values and experiences that lead him to create the ideal personality

that achieves integration, adaptation and effectiveness in his society (Maamaria: 2007).

3. Method:

Retirement is a complex psychological phenomenon, which requires reference to approaches that allow understanding of this deep complexity. Therefore, the researcher used biography technology based on a set of observational and interview techniques. According to Boray and Rabiou (1983), the interview is of the most used half-directing type in the case of a biography that falls within the qualitative interpretation. Choosing this type of technology is intended to collect the largest amount of data and verify the reliability of the information obtained. This technique relies on direct communication. The exchange of interaction in order to extract perceptions, interpretations, experiences of retired cases and allow them to speak freely, flexibly and linguistically smoothly related to data collection.

4. Study Methodology:

4.1. Sampling: Three cases were chosen in this study with the purpose of reaching important

conclusions and suggestions, according to Najwa Issawi (2004), based on the selection standards referred by Fasho (1996). And that was designed around the consistency of the pattern, the continuity of the phenomenon in time. In all cases, retired state frames from the SONATRACH complex, the compound for the liquefaction of gas, ARZIO Oran. Their age ranges between 62 and 65 years.

4.2. Tools:

- Interview guide: The researcher prepared the interview guide by quoting axes from Laurentlapiar's guide, citing Najwa Issawi (2004) and Nawal Bawasat (June 2018), which allows directing the biography to important topics by leaving the respondent freedom of expression according to his abilities and desires, the interview guide consists of the following axes Biography: includes personal information about the respondent (age, marital status, educational level, number of children).

- Axe of The career path: the year of entry into an institution, promotions obtained, the positions in which he held, the training obtained in the institution, seniority.

- Axe of the concept of the institution: It includes the age of the institution, the nature of the internal atmosphere of the institution, the professional relations with officials, the nature of incentives and material and moral benefits, decrees and laws applied to the institution, health care of the institution.

- The conduct of the interviews: The information obtained from the biography of each case was obtained thanks to the semi-directed interviews. The interviews were conducted with the cases according to the status of each case.

- Methodology of analysis: This study focused on revealing the subjective reality of retired state frames at the SONATRACH complex and its relationship to its social reality.

5. Displaying the results:

5.1. Presentation of the first case:

The case is over sixty-five years (retired in 2014), tall with a strong in structure, very interested in his physical appearance to give the impression that he's is of a strong personality. He prefers to express himself in words and movements as well. He masters two languages (Arabic and French) by thanks to his Career path (as a state frames in the SONATRACH

complex).He's a level of the third year secondary stage (1975). He's sociable due to the fact that he is a former trade unionist and we feel the union tendency through the interview. He's a father of four children (university and married).

Professionally, the case started working in ARZEW gas dilution complex by the beginning of 1978. He commenced at the Higher Institute of Technical Professionals in the production centre for the production of ARZEW gas dilution. He benefited from promotion four times in career path of 32 years of service. He had a work accident which necessitated two sick leaves for two years, and that caused him total disability in the right hand. This is what has raised the union tendency that he derived from the years of secondary education according to him, in order to restore his rights, and the struggle to serve workers of the same class in the complex from (2000 to 2014).

The Production Complex: The complex in which the case worked from the oldest vehicles of the SONATRACH complex in liquefying gas, even at the international level, and it is one of the indicators that shows that the case is one of the first contributors to the establishment of the vital base of the vessel. This coincided with the nationalization of hydrocarbons in Algeria. With his colleagues and officials, in the complex, of the same

generation (convergence in age, educational level, and values, family circles, most of whom live in Oran) they could build up this institution, according to the response of the case. This creates a social and professional atmosphere for the family in the early years of the case. However, the two years of work accident have resulted in a kind of marginalization and lack of recognition by the officials that caused an existential anxiety to the case, Kierkegaard (2011) that in anxiety we announce the possibility of freedom that brought us to power, and this is what the case turned to, "so I got involved in the union branch to confront officials and claim rights Legitimate (occupational safety - material rights - social services - care, health insurance, psychological sponsorship ... etc), which are files that are not related to employees during service only before even retired people," he denounced. According to the respondent, the retired person feels marginalized and psychological withdrawal, as he said: "They think of us only in The first May (Labours' Day) of each year we became Adverb numbers for Umrah lottery and spa lottery as if we were beggars and we are not holders of legitimate professional rights and even our material rights have not been adhered to by officials, including the outstanding grants since 2014, such as the grant of experience and the end-of-service grant that has not been finally settled, and we need money for our

social obligations. The requirements of social construction do not allow postponement or the separation between the case and society will not become due to the lack of fulfillment of officials The Council and even the Guardian Ministry (for work and employment) for our demands and concerns, so we will escalate the protest to the presidency and even the International Labor Organization," the respondent claimed. Hence, it turns out that the case lives in a state of psychological alienation owing to previous conflicts and problems (1993). The motives and desires between the case and officials are contradictory and the lack of satisfaction of the needs of the case leads to anxiety, emotional tension and personality disorder that raise its level and nature because of physiological construction. The psychological state of the case (the physical deficit of the case is transmitted to a psychological deficit that leads to rebellion, hatred and hostility to the complex as a whole as he lives between the current constraints and previous failures), as well as frustration and traumatic experiences can be observed in the case (especially that he worked in an organizationally seductive institution) as a result of pension deprivation. This reduces the chances of satisfying the basic needs.

5.2. Presentation of the second case:

The case went over seventy years (retired in 2009). He's of an average

height and well-built; an athlete. He's very interested in its physical appearance to give the impression that he's of a distinct personality. He's very calm and less talkative. He loves reading and traveling. He is fluent in four languages (Arabic, French, English and Russian) thanks to the career path (as a management state frame in the SONATRACH complex). He is a PhD in physics. We felt wisdom and intelligence from his part in the interview to be as a result to his career path.

Professionally, The case got employed in 1974 in the complex of Gas dilution. He was at the Institute for Technical Specialists of Russia in the production centre of gas dilution. He benefited from qualitative promotions in his career path from his post in the complex in the period of 40 years of service with children's allowance but did not mention their number. He had a work accident that required a sick leave for a year, after which he was transferred from the production department to the Human Resources Management Department, and this caused him a psychological disorder (depression and withdrawal), which caused him conflicts with his officials.

Axes of the concept of the institution: The case is considered one of the founders of the complex technically owing to his highly specialized formation, and the mastery

of languages helped him communicate with the Americans and Koreans who built, primarily, the foundation stone of the complex. He benefited through that in acquiring a deep experience and served the complex with. to be later marginalized by the officials and provoked him conflicts in order to be discouraged which ended into tension; 'They dismissed me because I am not a hypocrite, I am retireable, I live in peace,' he described.

According to the case, the current psychological life experience as a retired person is better than at work where he lived problems and conflicts that generated a high psychological distress in intensity and level through demonstrations (impotence - meaningless - non-normative - aimless ..) to end into withdrawal and alienation. Escaping became the most appropriate defensive mechanism used, and consequently, he lived psychological repression, according to Franon Fanon. And what was noticed was that he did not talk about material matters as they are the result of psychological life experience, and he sees the situation that psychological sponsorship is anonymous if not transferred to the lack of a psychologist in the institution working in kindergarten sons of the workers of the complex and others their administrative positions and not psychologists. 'Social services for retired people are linked to Labor Day,'

he said. 'I deal with everything related to the complex very coldly because they put me in the closet, 'he told us. We discovered the mechanism of conversion used by the researcher as all other failed experiments in the compound make it similar to his experience and re-activate it in the current reality when he told us: " they call me to teach for them, am I living in closet, why would they call me now?

5.3. Presentation of the third case:

The case is sixty years old (retired in 2016), average height, medium structure, does not care about his physical appearance to give the impression that his character is secretive and sad. He has few words, related to his sick little daughter and was the reason for his early retirement before reaching legal age. He worked as a professional technical state frame for the Sonatrach Academy. He passed the baccalaureate exam in sciences). We noticed that the case is civilized and tactful.

Professionally, the case started, first, working with Gas Dripping Section in ARZEW in the beginning in 1982. He was at the Higher Institute of Technical Specialists in the Production center for Gas Diluting in BOUMERDES. He benefited from the six promotions in thirty years of service with three children. He progressed functionally in the production department on every track without being

affected by any work accident, but he suffered from a psychological trauma (a girl who was born with a disability) who was affected by a chronic illness which caused him a psychological disorder (depression and psychological withdrawal) which made him isolated from his work environment and his friends.

The center of the concept of the institution: The case is considered to be one of the first to work in the complex. Technical Production Department, approaching his career path well without relationship problems with officials or colleagues. However, the girl's illness affected his psychological condition that made him request retirement for her treatment, except that after retirement, strange variables appeared, including losing grants and The bonuses and the delay in pouring them at the time. This made his psychological life experience increase in disorder and lives within stressful burdens (Both financial return to meet the basic needs and how to treat the girl), and even health services provided by the complex are insufficient in terms of providing material and human capabilities, according to the respondent.

6. A comparison of cases

Cases share the historical convergence of their career path, where they approximate chronologically in

terms of their employment, benefited from a basic formation in the complex, worked in the same department (production circle), and having the same social issues. However, the aspects of the difference are in the educational level, the first case is of a secondary stage level, the second case has a doctorate degree in physics, and the third case obtained a baccalaureate in science. Furthermore, even in their progress and career advancement in positions; the second case held managerial and specific positions (toxic framework) while the third case (a framework charged with technical follow-up) is a supervisory position, while the first case did not take in any specific positions (technical controller). On the other hand, the first and second cases were subjected to a work accident, which affected their psychological structure. As for the third case, he left the institution (retirement) with full physical health, but his daughter's health condition obliged him to retire early compared to the first and second cases. As for the traumatic event that affected especially the first and second cases during their career path constituted a psychological disability that negatively affected their psychological health. It is represented in the method of transferring them from the original position to another position based on what resulted in the work accident (inability to perform the tasks). It is what the first and second cases call

'the wrong treatment of their socio-professional status and even health' which settled them in a state of alienation (after the trauma) to be shifted to after retirement. As for the third case, he was traumatized after leaving for retirement, as he did not provide his daughter with proper health care, even though he expected to take care of his daughter's health problem in a manner befitting the reputation of the complex. Alas, it wasn't the case.

7. General conclusion:

The study finding show that through analyzing the life story of the three cases, their psychological life experience is disturbed (frustration, anxiety, depression ...), psychological alienation, existential anxiety (failure to invest his higher education level in his career path, and the state of disability in his social environment). As for psychological sponsorship and health care, according to the response of the three cases, it is almost non-existent, as throughout the year the name of the retired is mentioned on the first day of May to become a number in a day and the lack of qualified medical and psychological staff to provide care for these cases, and even a lack of health structures. On the material side, the cases stated that the council's officials did not comply with their demands, and their demands will be raised to the

highest authorities in the country and even the international community if they do not respond and protect their material and moral rights.

8. Suggestions:

In light of the study findings of the study, the researcher presents the following suggestions:

- Attention to the human dimension in the compound and the complex as a whole, and that by recognizing the employees efforts and achievements after a long career path as the founders of the complex through their participation in the transfer of experiences and knowledge in the state frames of planning for training engineering for young retired state frames as they are the heritage of immaterial in the boat.

- To satisfy all the material and moral demands of the retired in order to adapt them to their new lives so that the complete separation between them and the spaces of life does not occur.

- The inclusion of retirees in social life through the establishment of sports and cultural clubs who are members involved and active in them.

- Assigning new tasks, including the energy of the job position of the psychologist and social assistance, including monitoring the progress of the

psychological and health insurance process for retirees.

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