



## **Commitment to The Social Responsibility of The Economic Company As a Mechanism For Strengthening The Value System**

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### **Abstract:**

Through this paper, we tried to investigate the relationship between commitment to the social responsibility of the economic enterprise and the value system. Considering the latter as one of the most important elements that make up the culture of any society, and they are considered as the basic pillars on which the processes of social interaction are based. In the face of the gradual fading of the value system within Algerian companies, we decided to address this issue in order to inspire hope in restoring this link on which members of society gather. From this standpoint, and in an attempt to answer the central question that revolved around: does commitment to the social responsibility of the economic enterprise contribute to strengthening the value system? By reviewing a field study that includes the oil refinery Complex RA2K Sonatrach Skikda- Algeria. The sample was chosen in an intentional manner. This was based on the case study approach and the use of interview and observation as tools that are suitable for this type of studies.

**Keywords:** Commitment, Social Responsibility, Economic Company, Strengthening, Value System.

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## Introduction

The concept of social responsibility of the economic enterprise began to crystallize clearly in the mid-fifties of the last century. However, its roots, although it did not take an institutional direction or a comprehensive well-defined character, it dates back to the late nineteenth century as a result of the industrial revolution and the escalation of labor and trade union protests against child labor, and the exhausting working conditions that prevailed in most institutions. This prompted many of them to soften their policies and ease pressures: On the other hand, trying to improve working conditions and paying attention to the moral and social aspects of the worker without giving priority to the material and profitable nature of the institution at the expense of that. The social care of individuals was dependent on the state in the past. However, economic institutions have also become obligated to take care of the social aspect of the individual and society. Commitment to ethical standards towards workers and their families, as well as the environment and society as a whole. We believe that the social responsibility of the economic institution is not a collection of charitable works provided or sponsorship of some cultural or sports events. Rather, it is an investment in the individual and society and a fertile path on which it relies for continuous development and improving its reputation. As well as attracting competencies and developing the level of workers, Therefore, it combines its own interest with the public interest, relying on ideas and values that are in line with its goals.

On this basis, we see that the principles on which the organization's social responsibility is based reflect its values and translate the direction of the choices taken and the policy followed. From this point of view, we will try through this research paper, to know the relationship between the social responsibility of the economic institution and the value system, and this is through a field study on the oil refinery Complex- SKIKDA.

### **First: The theoretical and conceptual framework of the study**

#### **1. Problematic**

The world has witnessed rapid development since the seventies of the last century in all fields, especially Europe and the United States. It was accompanied by the emergence of civil associations aimed at influencing the behavior of institutions and monitoring the quality of products, and the extent to which its activities affect environmental pollution. The most significant ones are the Consumer Protection Association, the Environmental Protection Association..., and associations calling for the protection of the rights of minorities and the disabled. This forced the institutions to reconsider their employment policy and reverse some discriminatory decisions against certain groups of society. Then again, other factors led by globalization prompted economic institutions to embrace new concepts, to have a positive appearance in the community; Perhaps commitment to social responsibility is one of the most important of these concepts.

It was embodied in a large way by the foundation of the United Nations Global Compact in 2000, where human rights, individual freedoms within the institution, environmental protection and the fight against corruption were highlighted. Perhaps a large part of what was issued by this pact is closely related to the values adopted by any society, similar to Algerian society. Therefore, we notice that some institutions have kept up with the new trends, and environmental issues started taking importance; as the administrations became keen to obtain "ISO" certificates related to quality, environment, as well as security. Attention to work ethics and the development of social responsibility has also taken a critical turn, because it is linked to the value system within the Algerian economic institution. Therefore, socializing outside the

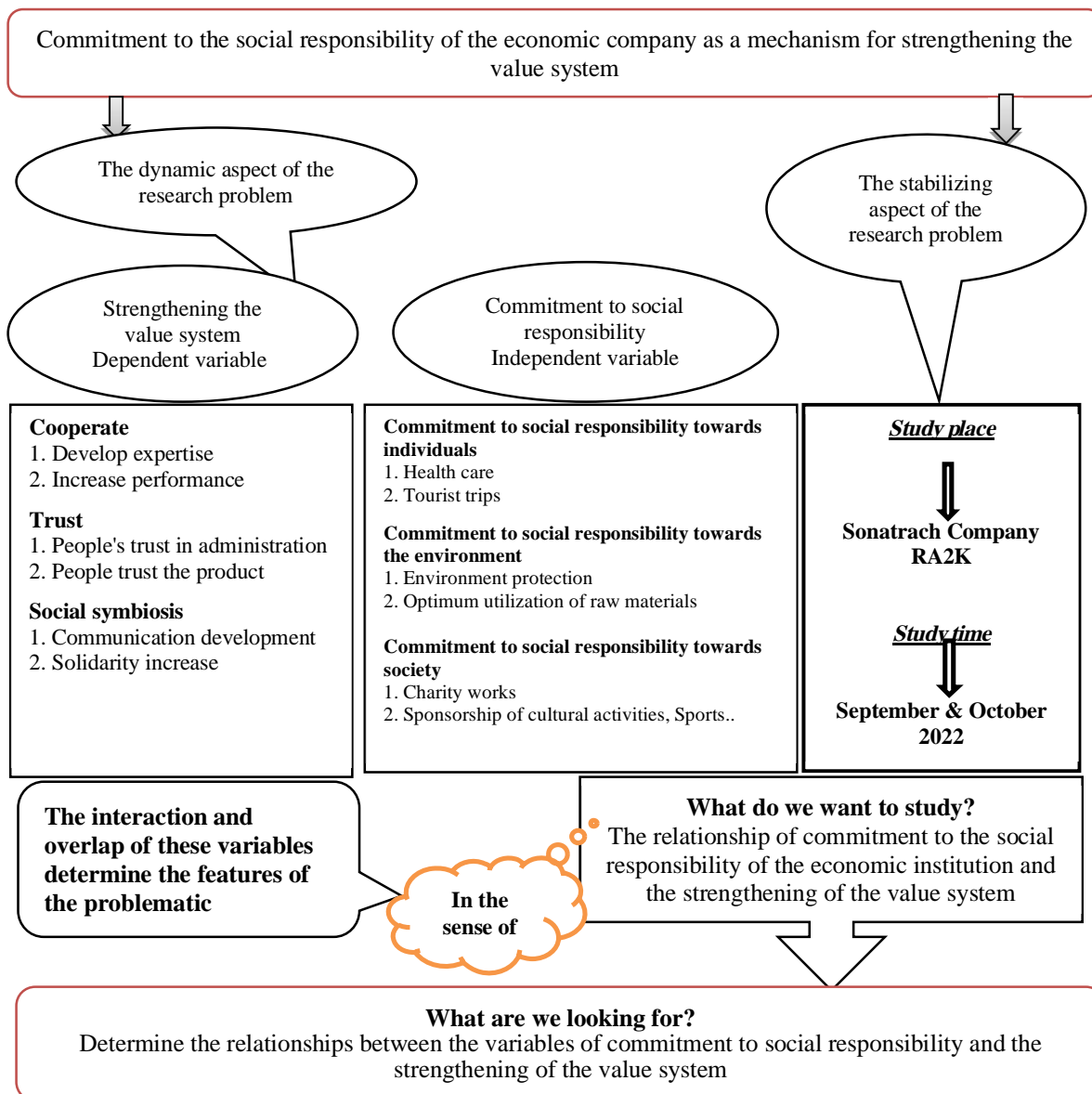
usual activity and adopting slogans based on a social base was necessary in attracting members of society.

That is why our approach was to shed light on the commitment to the social responsibility of the economic institution as a mechanism for strengthening the value system, in a field study on the oil refining complex of the Sonatrach Corporation in Skikda, by formulating the central question as follows: Does commitment to the social responsibility of the economic enterprise contribute to strengthening the value system?

And it resulted in the following questions:

- Does commitment to the social responsibility of the economic institution towards its members' lead to an increase in job commitment?
- Does commitment to the social responsibility of the economic enterprise towards the environment contribute to enhancing confidence?
- Does the economic institution's commitment to its social responsibility towards society increase the promotion of social solidarity?

Figure 1: Features of the research problem



Source : Prepared by the Researcher

## 2. Hypotheses

The general hypothesis was as follows: “corporate social responsibility commitment contributes to strengthening the value system”

Three sub-hypotheses emerged from this general hypothesis, as follows:

- Corporate social responsibility commitment towards its members leads to an increase in job commitment.
- Corporate social responsibility commitment towards the environment contributes to enhancing confidence.
- Corporate social responsibility commitment towards society increases the promotion of social solidarity.

## 3. Importance of the topic

The importance of the topic is due to the following:

- Many economic institutions in the world have recently adopted social responsibility, especially in light of the economic and social crises.
- Bringing the concept of social responsibility closer to the Algerian economic institutions and cultivate a culture of it.
- Enabling researchers to find scientific evidence of whether or not there is a relationship between social responsibility and the value system.
- give a real presentation of the reality of the practice of social responsibility in the Algerian economic institution
- Clarifying the true concept of social responsibility.

## 4. Objectives of the study

We try to describe and analyze the reality of social responsibility in the Algerian economic institution and its relationship to the value system. This is with the aim of answering the central question, that is, knowing the relationship between commitment to the social responsibility of the economic enterprise and the value system. In addition to some equally important objectives represented in highlighting the extent to which commitment to the social responsibility of the economic institution contributes towards its member's increase in job commitment, Likewise, the contribution of commitment to the social responsibility of the economic enterprise towards the environment in enhancing confidence. And also the extent to which the economic institution's commitment to its social responsibility towards society contributes to the promotion of social solidarity.

## 5. Defining and discussing concepts

- ✓ **Commitment:** Commitment word are from the verb commit  
Commitment is much more common and widely used for committing oneself to anything, be it a religion, amateur sport, or reducing the consumption of paper (Pam. P, 2004, p 116). As for the idiomatic definition of commitment, the researcher " Yoash Wiener" defined it as follows "Commitment is defined as the totality of internalized normative pressures to act in a way that meets organizational interests". Wiener. Y, 1982, p 418)
- ✓ **Social responsibility:** is the responsibility an organization must take for the impact its decisions and activities have on society and the wider environment, and recognizing those impacts to maximize its contribution to sustainable development and economic, environmental and social improvements. (Ronald. R. S, 2003, p-p 42-43)
- ✓ **Economic Company:** according to the researcher "Bressy. G and Konruyt. C" the company is an autonomous economic unit with human and material resources that it

combines in order to produce goods and services intended for sale. (Bressy. G and Konkuyt. C, 2006, p 10)

- ✓ **Strengthen:** the word strengthen according to the large English Dictionary means considerably, enormously, greatly, immeasurably. (Brown. K and al, 2015, p 757)  
In this study, we mean **reinforcing**.
- ✓ **Value System:** have been defined as an organized set of preferential standards that are used in making selections of objectives and actions, resolving conflicts invoking for social and psychological defenses of choices made or proposed. (Rokeach. M, 1979, p 20)  
As for values, researcher " Milton Rokeach " defined them are components in the guidance of anticipatory and goal-directed behavior, but they are also backward-looking in their frequent service to justify or explain past conduct.

## 6. Similar studies

### 1.1. 6.1. *The First Study:* (Pallathadka. H, Pallathadka. L. K, 2021, p-p 8288-8304)

It was presented by researchers "Harikumar Pallathadka, Laxmi Kirana Pallathadka" entitled "The impact of social responsibility on organizational performance".

- ❖ *Problem statements:* Purpose of this study was to detect the relationship between corporate social responsibility and the performance of the organization.
- ❖ *Objectives of research work:* The analysis aims to investigate the influence of social responsibility on the success of the business organization and includes:
  - Accept businesses, the government and its institutions, stakeholders and society as a whole for their social responsibility.
  - Assessing the effects of corporate social responsibility on corporate results.
  - Find new ways of connecting companies to the different stakeholders in society.
  - Find out how businesses contribute to their national development with respect to disaster contributions, adherence to and compliance with government laws and regulations and collaborate with the government financially.
- ❖ *Research question's:* The researchers aim to identify some of the main issues in order to detect the effects on corporate social responsibility performance. Questions from the study are as follows:
  1. How important is corporate social responsibility?
  2. How can consumers or clients benefit from corporate social responsibility?
  3. Does social responsibility affect the results of the employee?
  4. How does the overall performance of the company affect social responsibility?
- ❖ *Proposed methodology*
  - *The sample:* selected in way haphazard
  - *Method of data collection:* primary data (interviews with interviewees are conducted), Secondary data (the publication of the Nation, magazine, books, reporters etc).
- ❖ *Result and discussion*
  - The study included male respondents rather than female survey participants, the majority was between the ages of 36 and 50, and the majority of respondents were service providers.
  - Investigators' survey responses indicate that (32 per cent) agreed that Corporate Social Responsibility (CSR) is of tremendous importance to any single company in a competitive environment.

- A most people accepted, as regards corporate social responsibility, that actions by different corporations have a positive impact on customers.
- Researchers found 36 per cent firmly committed to enhancing business efficiency ties between businesses and their clients through the proper conduct of CSR. It has also been found that organizations can have a clear and deeper understanding of their goods
- The scientist also finds that the CSR organization's operations usually optimize the employees' positive and engaged thinking.
- Respondents accepted and strongly agreed that the influence of organizations on their CSR activities would significantly improve the employees' outcome.
- The influence of corporate social responsibility on overall organizational performance is important.

6.2. ***The second study:*** (M. S. Nazarenko and al, 2018, p-p 1403-1409)

The study was presented by researchers " Nazarenko. M. S and al" entitled "The dynamics of value system in 1998 and 2015: Longitudinal research in Latvia"

- ❖ *Problem statements:* The aim was to conduct a comparative longitudinal research in individuals' values in 1998 and 2015, at the beginning of their youth and then in adulthood
- ❖ *Objectives of research work:* The present study examines the dynamics of value system in 1998 and 2015
- ❖ *Research question's*
  - what values were in 1998 and 2015?
  - what differences in values had appeared comparing 1998 and 2015 in same persons?
- ❖ *Proposed methodology*
  - *The sample:* 105 students in 1998 and 30 students in 2015 intentionally selected.
  - *The method:* the descriptive statistics was used
  - *Method of data collection:* Data were collected using the following questionnaires in order to determine values: J. Fantalovas questionnaire "Compliance level between "important" and "achievable" values in different aspects of life, so to analyze the difference level between two years the Wilcoxon criteria were used.
- ❖ *Result and discussion:*
  - The findings of this research showed us that some values change during life but some stay the same.
  - Analyzing significant changes between 1998 and 2015 we found out that in terminal values, in 2015, increased importance of values: "Family" and "Interesting job", so importance decreased only in True friendship.
  - The most important values in 1998 and 2015 were "Family", "Love", "Responsibility", "Honesty" and "Cheerfulness".
  - Significant changes appeared in "Health" that became significantly important in 2015 and replaced the importance of "Love"
  - Significant changes appeared in where importance of some values increased and some decreased.

## **Second: The methodological framework of the study**

### **1. The limits of the study**

Determining the fields of study is an important methodological step in any research. Specialists in social research have agreed to identify three areas:

- *Geographical limitations*: It is the place where this study was carried out, meaning stating all the places or institutions involved in this study. This study was conducted the petroleum refining complexes.
- *Human limitations*: the research community was limited to individuals within the petroleum refining complexe.
- *Time limits*: is the time taken to conduct the study, as the field study required a period of time ranging from two months (September to October 2022).

## 2. Method

Given the nature of our study topic, which aims to know the relationship of Corporate social responsibility commitment and the promotion of the value system. A case study method has been used, which is one of the most widely used in social science, and allows data and facts to be provided on the problem in question.

## 3. Sample

Expresses a model encompassing one aspect or part of the units of the original research community, representing it and bearing its common characteristics. We have chosen an intentional sample of 40 individuals from the oil refinery complex.

## 4. Data collection tools

- *Interview*: It is the one in which the researcher seeks to define all the topics through which the answers of the questioner must be obtained. The interview is also defined as "the basic method for removing any ambiguity, as it enables identification of the basic aspects of the topic for research. (Gautier. B, 2003, p 293)

The interview was used because it is flexible and increases the interest and comfort of the respondent. As it can narrate the details that can only be formed through dialogue. It also enables him to express all deep thoughts, and it should be noted that the interviews that took place were conversations via Facebook.

## 5. Statistics and analysis methods:

The current study relied on the qualitative method. which represents a qualitative reading of the quantitative data or is the translation of the numbers obtained into sociological indications, then linking it to the theoretical framework and answering the various questions of the research problem in order to draw conclusions.

### Third: Social responsibility and value system

#### 1. The social responsibility of the economic enterprise

##### 1.1. Seasons for corporate social responsibility

The contemporary understanding of the concept of Corporate Social Responsibility can be seen as economic, legal, ethical, and charity expectations of society towards enterprises. The concept of Corporate Social Responsibility is treated as a tool of gaining competitive advantage in the global market, where customers, staff, as well as investors attach great importance to many factors besides economic value. One strategy of a firm desiring to enhance the social environment's confidence in its business actions is to cultivate Corporate Social Responsibility in its own policies and practices. (Marakova. V and al, 2021, p 115) Corporate Social Responsibility is a source of competitive advantage by creating intangible resources within an organization that are important to secure competitive advantage, as these characteristics are valuable, rare and hard to imitate.

The results of the study by Vanda Marakova and her companions indicated that there were five factors affected by the implementation of Corporate Social Responsibility: enterprise image, consumer, marketing, activities in accordance with social expectations, knowledge and skills of employees

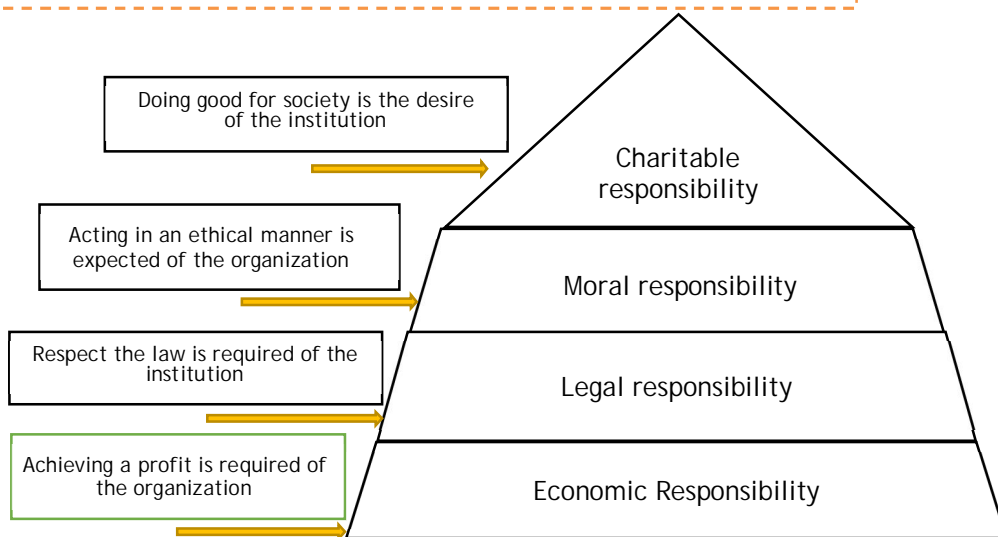
Commitment to the social responsibility of the economic enterprise is necessary for the following reasons:

- To make its products and services more attractive to consumers as a whole, therefore making the company more profitable
- Consumers avoiding what they see (rightly or wrongly) as socially irresponsible products or the products of companies that have allegedly not acted in society's best interest (Hopkins. M, 2004, p 04)
- Poor social performance of enterprises will drive away potential investors
- Increasing awareness of the importance of full integration between the different community organizations and the different interest groups
- The emergence of associations and unions that defend individuals and citizens
- The fact that social responsibility is linked to basic concepts such as reducing confidentiality, transparency and honesty in dealing.

### 1.2. Principles and strategy of adhering to the corporate social responsibility

Carroll distinguished between four dimensions for the corporate social responsibility through the model he presented in 1979, as shown in the figure 02

Figure 02: Carroll's Model on Corporate Social Responsibility



Source: Igalens. J and Joras. M, (2010), *ethical safety: from concept to operational audit*, EMS edition, France, p 21.

Carroll believes that the main objective of the economic enterprise is to generate wealth. However, it is also required to meet the requirements of all internal and external stakeholders and to ensure adequate compensation for its staff and provide quality and affordable products and services to its customers, within a legal framework imposed by the Government.

Responsibility is a moral category, which always arises from the relationship with another person: "To say that a person is responsible for a given action is only to say that it is appropriate to take it as a basis of moral appraisal of that person", so legal responsibility is founded on



abidance by the law. It may or may not be a moral obligation, because ethics and the law do not share the same origin or scope. (Argandona. A, 2016, p 06)

### 1.3. Fields of social responsibility

The ISO 26000 social responsibility standards on social responsibility is an International Standard providing guidelines for social responsibility (SR) released in 2010 to contribute to global sustainable development, by encouraging business and other organizations to practice social responsibility to improve their impacts on their workers, their natural environments and their communities

Therefore, some economic institutions have made some of their obligations towards certain parties a fertile path that they depend on for continuous development and improving their reputation, as well as attracting competencies and increasing the level of its employees, it therefore combines its own interest with the public interest based on ideas and values that are in line with its established programs.

They believe that their social, human and moral growth contributes much to their financial and economic growth. This aspect is a key tool for the enterprise and a key factor for its development (Menthon. S, 2011, p 14).

Therefore, the meaning of social responsibility is broader than being confined to the geographical limits of the corporation, but rather to society as a whole, so we felt that we should distinguish between three types:

- *Corporate social responsibility*: Most enterprises today realize that having a good reputation in the community can help them gain a good position within the market. Therefore, the effective contribution of the institution in the social field appears clearly and directly through the benefit it provides to the community by offering a product or service that contributes to facilitating the lives of individuals, especially in light of the society's demand that establishments be responsible for their obligations.

The adjective "social" has a number of meanings. The responsibilities are social insofar as they arise from relationships between people. For example, the sale of a faulty product that may harm consumers gives rise to the obligation to compensate for this harm, so establishes a generic consumer entitlement to safe products and a responsibility that applies to all companies, beyond the specific relationship between a buyer and a seller. It is responsibility to all of society, Therefore, it is assumed that, when society voices its requirements, demands, claims or expectations, it is formulating potential or effective rights that deserve public recognition. (Menthon. S, 2011, p 14)

On the other hand, institutions tend to socialize outside their usual activities, such as charitable work and material assistance provided to some segments of society such as the elderly, widows and orphans, as well as sponsoring some social activities such as football, as the "Sonatrach" Foundation does with the "Mouloudia club of Algiers", or even cultural and religious demonstrations. As well as taking care of some humanitarian cases, such as surgeries, stricken families, etc., also contribute to the construction of hospitals or the purchase of ambulances, and even seek to entrench the values of solidarity and synergy among members of society.

- *Social responsibility towards the environment*: By the environment, we mean the natural environment in which the corporation exists. More than ever, the latter is called upon to adopt a vision and strategy that contributes to the conservation and non-waste of natural and biological resources, such as water resources and agricultural lands, as well as forests and all

types of trees. Enterprises should work to reduce pollution rates and develop a scheme to protect the environment and climate from toxic liquids and gases, which would be the cause of some incurable diseases such as asthma and cancer.

Social responsibility for the community and/or the environment is the responsibility of organizations and individuals. There is always a trade-off between material development, social security and protection of the environment. Social responsibility: the idea of individual people working for society to maintain the balance between the economy and the environment is social responsibility. Corporate social accountability names include social responsibility, business openness, corporate citizenship, responsible companies, sustainable enterprises, or corporate social outcomes. This term refers to a self-regulation system in many areas, such as business, politics, the economy, the media and the media. (Pallathadka. H and L. K. Pallathadka. L. K, 2020, p 8288)

- *Social responsibility towards workers:* The attention paid by the corporation to the social aspect of workers is one of the most important elements that strengthen the relationship between the worker and the enterprise. Regardless of the wage or salary that the worker receives and some grants and financial rewards, the establishment is committed to providing transportation and meal. Attention is also paid to the worker's health through agreements with doctors and clinics for the treatment of the worker as well as members of his family.

Enterprises can undertake socially responsible activities towards many stakeholders. Company employees are certainly among the most important groups of strategic supporters of a firm. It is employees who, to a large extent, shape the success of an organization as well as its competitive position and image. CSR activities towards employees apply to all the spheres of human resources management: from the moment employees start their job until they leave their firm. Companies might take advantage of various schemes aimed at helping their workers maintain a balance between professional and private life. (Gołaszewska-Kaczan. U, 2015, p 54)

This interest in the social aspect of the worker is a motivation for him, this increases the worker's commitment to the company. In fact, mobilizing in line with the corporate social responsibility, makes it easier for workers to rally around common values and strengthen their bond with the organization.

## 2. Value system

Values are one of the most important components of a society's culture, they serve as the underlying foundations of social interactions. It plays a major role in individuals' perception of what is happening around them and their perception of the world around them. Therefore, every change in the structure of society must be accompanied by a change in values in order to keep pace with the new structure, so that no conflict arises between the new values and the prevailing values in society.

Value Systems have been studied in distinct scientific areas, such as economy sociology, psychology and knowledge management. Each area developed a different concept of Value System, based on distinct assumptions about value. Social sciences consider a Value System as the ordering and prioritization of the ethical and ideological values that an individual or society holds, while economical sciences defend that a Value System describes the activity links among the firm and its suppliers, other businesses within the firm's corporate family, distribution channels and the firm's end-user customers. (Macedo. P and Matos. L. C, 2008, p 277)

### 2.1. Value system by "TALCOTT PARSONS"

The American sociologist Talcott Parsons (1902-1979) was known in the field of social sciences through the Constructive function theory that combined social constructivist theory

and functional theory, until it became the most popular trend in sociology, so it is an extension of classical theory.

"Parsons" stressed that the problem of the stability of the social structure is linked to the integration of all participants, through the integration of the common value system with the structure of internal needs, which is the essence of the dynamic phenomenon of the social system, this is the basic dynamic theory of sociology. (Black. M, 1961, p 42). That is, integrating the value system within society or institution according to people's needs is an essential part of the social system, and a reference point for analyzing social processes and phenomena.

"T. Parsons" adds that social work involves relationships and mutual interest. It is a requirement of functional integration within any social system that the value system be highly integrated and harmonized. (Black. M, 1961, p-p 45-55)

Parsons considers the system of values to be the most important elements of culture, so he believes that the interdependence and integration of a group of functions within the institution or within society, or even within groups and teams requires a strong and integrated value system.

## 2.2. Most important values

- *Cooperate*: Cooperation is a value that increases encouragement and moral motivation as well as building and creating a spirit of faith in public and private goals. Cooperation is considered one of the most prominent bases of collective action.

This is evident through a group of studies prepared within this framework and concluded that cooperation strengthens the levels of interdependence between members, and increases the performance of individuals. It also creates trust and competition between them and leads to the exchange of knowledge and experiences to be one of the reasons for the development of learning. This was confirmed by a study conducted by specialists on the "Southern Cross" work teams at the Australian "Lismore" University. (Nelson. K and al, 2013, p 04)

The findings of Carl Rogers and his colleagues also demonstrated the significant role that the value of cooperation plays in the cohesion of the team, and the increase of performance. New research and studies related to this topic also added that many of them have confirmed the validity of Rogers' findings. (Motshing. R and Ryback. D, 2016, p-p18-19)

- *Trust*: The concept of trust between individuals in societies as well as within institutions is broad and we cannot limit it to being based solely on social relations. Where the individual earns the trust of others through his relations and behavior, as well as his good manners that suggest his sincerity, honesty and loyalty, in addition to his constant cooperation with his surroundings. Rather, it goes beyond the fact that confidence includes the tasks and duties that the individual performs, and this confidence comes as a result of the individual's commitment and performing his role in the best and perfect way.

This was confirmed by the researchers "*Lewis & Weigert*" in 1985, when they studied the concept of trust within work teams. As in the case of working within a team, knowledge about the members is collected to ensure that one of the team members is able to carry out the task. In other words, the confidence of tasks is related to efficiency and the ability to carry out tasks. Conversely, trust based on social relations is more personal and refers to emotional connections between individuals, this type of trust relates to a person's perceptions of the extent to which he can rely on another person. The researchers added that trust includes emotional and cognitive dimensions outside the workplace, and is an essential factor for ensuring social order. Contemporary examples such as lying and critical attitudes illustrate the centrality of trust as a social reality. (Lewis. D and Weigert. A, 1985, p 969)

Many studies have revealed the importance of trust and the necessity of its existence, such as the study carried out by "De Vries" in 1999, Where he concluded that trust is the pillar which teams are based upon and a tool for coherence and coordination. It keeps lines of communication between members constantly open, and it increases when individuals share the same values and beliefs. (Fiore. S. M and al, 2015, p 283)

- *Social symbiosis*: Social Symbiosis is an element of human association that emphasizes the cohesive social bond that holds a group together, which is valued and understood by all group members. (Douwes. R and al, 2018, p 187)
  - *Social solidarity between the individual and himself*: A person has a responsibility towards himself, and therefore he works to push himself to do good deeds and stay away of harm's way, such as providing his basic financial demands and taking care of his health.
  - *Social solidarity between family members*: The basic of social solidarity inside the family is that each family member does his own duties, for example, the spouses cooperate in carrying out the housework, raising children and providing for their family. In the other hand the children must deal with their family with much respect, they can also help doing some work around the house and bear part of the responsibility
  - *Social solidarity within the community*: broader scope of social solidarity is the one within the group. This includes an emphasis on protecting the individual interests inside the society, with an emphasis on public interests as well. Social solidarity here means ensuring the protection of the coherent structure of societies

According to Durkheim, interdependence between individuals forms the basis of social solidarity. Along these lines, focus groups aimed to identify examples of social bonds and shared values. (Douwes. R and al, 2018, p 193)

The benefit resulting from social solidarity includes all parties, but rather includes the entire society, and among the most important benefits of social solidarity:

  - Feeling happy when helping others: There is a lot of evidence to suggest that helping others stimulates some physiological changes in the brain that are associated with happiness,
  - Solidarity increases cementing force that binds individuals based on normative obligations that facilitate collective action and social order. (Mishra. C and RathHechter. N, 2020, p 01)
  - Sense of belonging: When you help someone, you create friendship between you and that person. These social bonds arising from helping others will make you feel connected to the human group and can lead you to engage in social activities and distance you from loneliness.
  - Attempting to combine social, economic and environmental goals. (Memedovic. O, 2017, p 12)
  - Spreading love and friendship among members of society
  - Enhance the feeling of fulfillment: there are always in life people with worst conditions than ours, and those who are favorited by circumstances to excel us, and in the midst life's competition, social solidarity and helping others can make us feel the suffering of those less fortunate than us, so we appreciate the blessings we possess.
  - Bridging social distance through solidarity: Bridging social distance through solidarity and an understanding that one can maximize one's well-being by improving others' conditions. (Mishra. C and RathHechter. N, 2020, p 04)
  - Encouraging others to help: Studies have shown that watching other give help, would push you to do the same within the system of social solidarity.
  - Enhancing self-confidence: Helping others and supporting them will benefit you and make you more confident in yourself, which has been confirmed by many studies.

#### Fourth: data analysis, presentation and discussion of results

1. **Considering the demographic characteristics of the study sample:** The results related to the latter were presented in Table 01, where the results were as follows:

*Table 1:* Shows the demographic characteristics of the sample

Family status	Age	Sex	Education level
Married (31) <b>77.5%</b>	27.5% of the sample members are under 30 years old, 42.5% are between 30-40 years old, 25% are between 40-50 years old, and 5% are over 50 years old	Our sample was made up of 50% male and 50% female	87.5 % of the sample members have a university level, and 12.5% have a secondary level.
Single (02) <b>5%</b>			
Divorced (07) <b>17.5 %</b>			
Total (40)			

*Source:* Prepared by the Researcher Based on the Data

What can be observed is that most of the sample members are married, and this is by 77.5 per cent. We believe that this is thanks to the good financial conditions and the salary that Sonatrach workers receive, especially since most of them belong to the age group between 30-50 years (78 per cent). As for the gender of the participants, we intentionally chose 50 per cent males and 50 per cent females, what can also be noted is that most of the sample members have a university degree (87.5 per cent). This confirms the interest of SONATRACH and its eagerness to employ this segment of society.

#### 2. In light of the study hypotheses

Interviews were conducted with forty individuals belonging to the SKIKDA petroleum refining complex of "SONATRACH" corporation. We asked a series of direct and indirect questions, the yes or no answers were recorded separately, in order to know the availability of the characteristics to be deduced or the characteristics under investigation. After confirming or denying the hypothesis, the results of the analyzes are listed in Tables as follows:

*Table 2:* Represents the response of the research sample members to the first hypothesis

<b>First hypothesis:</b> the social commitment of an economic institute towards its members increases Employees Engagement	Yes	No
The average income of the worker, including grants, is appropriate with the work provided	37.5%	62.5 %
The company's contribution to workers' social services is acceptable	70%	30%
Good health care, transportation and food services	85%	15%
The company's contribution to raising the efficiency of workers through training and qualification	90%	10%
Providing entertainment and cultural services	20%	80%
The management's confidence in the workers is great	65%	35%
Balancing career and private life	55%	45%
You feel there is a fair treatment and promotion system by the institution	50%	50%
Justice within the institution increases performance	97.5%	2.5%

*Source:* Prepared by the Researcher Based on the Data

The majority of respondents believe that the monthly income is not equal with the work provided, 62.5 per cent expressed that. This, of course corresponds to the high prices that the world is witnessing as a whole due to the shortage of some materials. We also believe that the presence of multiple dangers that the worker may be exposed to inside the compound, such as explosions, gas leakage, respiratory diseases, fires...etc., are a reason for the income to be low and insufficient. Most of the respondents affirm that the institution provides social services to workers in an acceptable manner, and this was expressed by 70 per cent. The company has several contracts with some medical clinics, it also provides loans in a social framework for workers, it contributes to the expenses of Umrah and Hajj...etc. In the same context, 85 per cent of respondents agreed that the company gives great importance to the health of its workers, it helps them pay a large part of the treatment expenses by creating a fund at the disposal of workers and their families, the company also takes care of transportation and food expenses. On the other hand, most of the respondents confirm that the company trains workers in various specialties, that is what 90 per cent said, where the official responsible for the training inside the compound sends the list of training courses available at the Algerian Institute of Petroleum or at the Sonatrach Academy of Management both affiliated with Sonatrach, and each worker is required to choose two courses, while some specializations require field training and perhaps outside the above-mentioned institutes that the administration may impose on workers without consulting them.

With regard to the extent to which the compound provides entertainment and cultural services, 80 per cent of the individuals admitted that the institution is only rarely concerned with this type of services, this is due to the fact that the compound is located within an industrial area.

On the other hand, 65 per cent of the respondents believe that the administration trusts the workers, this value is solidified as a result of the commitment of individuals and doing their responsibilities well, and perhaps with mastery and creativity, it was possible to attain the general objectives of the institution, this is called task-based trust. On the other hand, the individual may gain the trust of his colleagues and leaders through his treatment and behavior with them, as well as his constant communication with them and trying to support and cooperate with them at work and outside, and this type of trust is called based on social relationships.

Also, 55 per cent of the respondents admit that they were able to balance their professional and private lives, while 45 per cent confirmed that they find it difficult to reconcile with both, we believe that most of them are females given that they have other responsibilities, such as doing housework and raising children. From our point of view, we believe that working women exhaust themselves a lot, especially as they work eight hours every day, she doesn't have enough time to take care of the family and do the housework, and we believe that the best solution for them is to work four hours a day for half of the salary.

As for the answer to the question related to fair treatment and the promotion system by the institution, half of the respondents expressed that they do not feel a fair treatment, and that the promotion system within the institution is unfair, this point is considered negative. This may be due to not promoting this group of workers, or the promotion may not include all job categories, when investigating the reasons, we found that the promotion system has changed a lot in a way that does not serve the interests of workers. Previously the promotion was automatic for individuals every five years, however, the matter has changed, the increase directed to qualified members has been replaced by a promotion in class for each individual who has not received a promotion for three years, and this is a violation of the worker's right, so instead of the worker obtaining the two privileges together, he obtains only one.

Most of the sample members affirm that justice within the institution increases performance, 97.5 per cent expressed this. The value of justice is the foundation upon which institutions and even societies are built, and its application within the establishment increases the unity and cohesion of the members, it also increases their desire and motivation to work. Also, its incorporation within the organization will make individuals feel safe and secure with the administration, this leads them to focus more on performing tasks and playing their roles with ease, even though half of the sample members stated that there is no justice within the compound, they assert that its application will contribute to increasing performance.

On this basis, we can say that the first hypothesis that: The social commitment of the economic institution towards its members leads to an increase in the career commitment. Is correct and can be accepted.

*Table 03: Represents the response of the research sample members to the second hypothesis*

<b>Second hypothesis:</b> The commitment to the social responsibility of the economic institution towards the environment contributes to enhancing trust	Yes	No
The organization has problems with laws and regulations	5%	59%
The company has an internal and external security system	97.5%	2.5%
The establishment's interest in cleanliness and appeal	92.5%	7.5%
The negative impact of the organization on the environment	85%	15%
The company has good relations with the external environment	50%	50%
The company contributes to ocean pollution	90%	10%
Rational use of resources by the enterprise	92.5%	7.5%
Drafting programs to protect the environment	45%	55%
Allocate a budget for the institution to eliminate what affects the environment	65%	35%
The organization's interest in the environment increases your confidence in it	92.5%	7.5%

*Source:* Prepared by the Researcher Based on the Data

Most of the respondents see that the compound does not have any problems with the laws and regulations, and 95 per cent of the respondents expressed that. This is normal, given that the company under study is a public one affiliated to the state. So, there is no way that the laws and regulations enacted by the state be violated, rather, it is keen to implement these laws and regulations, such as labor laws, wage protection, employment stages, determining working hours, mandatory insurance...etc., failure to comply with these laws may subject any organization to fines and lawsuits.

It is clear that the compound has internal and external security systems, as confirmed by most of the participants 95.7 per cent, as the company has security and protection agents and guards. It also owns an electronic information system that is based on advanced software and modern equipment to activate internal control in the company and its surroundings.

The company has a special department for internal security, whose tasks are to ensure the security of the compound from external attacks, and to monitor the entry and exit of people and equipment.

The results also showed that the establishment cares about cleanliness and appeal. During our various visits, we noticed the presence of green spaces and places designated for flowers and decorative plants. It also allocated places to throw waste, and 92.5 per cent expressed that.

As for the company's impact on the environment, most of the sample members assured us that it harms the environment. This is due to the emission of polluting and toxic gases; this is what 85 per cent expressed. Also, 90 per cent of the sample members confirmed that the

compound contributes to the pollution of the ocean, and it is assumed that any institution preserves the environment from pollution without causing a disruption in achieving sustainable development, this is by taking precautionary means that help reduce environmental degradation caused by various activities. However, so far, no industrial establishment in the hydrocarbon sector has been able to find a way to recover and re-manufacture the emitted gases. Nevertheless, half of the sample members believe that the relationship of the oil refining compound with the external environment is good, since the environment is not confined to the natural environment only, rather, it includes the economic, social, technological and legal environment.

On the other hand, most of the respondents, with a percentage of 92.5 per cent, affirm that the institution is rationally exploiting the resources. It has sought to achieve optimal utilization of all resources by rationalizing consumption, and try to develop special programs to protect the ocean, and to conserve water and minerals and exploit them as needed. With regard to environmental protection, most of the sample members admitted that the compound does not organize programs for the protection of the environment, as agreed by 55 per cent, we may believe that the sample members are not aware of such matters as it may fall under the authority of higher management. Alternatively, most of the respondents 65 per cent confirmed that, the compound allocates a budget each year in order to eliminate what affects the environment, where it signs several agreements in order to transport and retrieve all kinds of waste (iron, wood, etc.), it also disposes of non-retrievable liquid toxic substances. The compound also tried to reduce the emissions of polluting gases that are harmful to the health of individuals. All this attention to the environment and trying to preserve it, increases the degree of emotional security for individuals, it strengthens their relationship to the company and build their trust. On the contrary, the absence of the value of trust means the absence of an effective enthusiastic atmosphere, where individuals resort to cover-up, caution and perhaps silence from expressing ideas, in such an atmosphere, commitment disappears, and this was confirmed by most of the respondents, with a percentage of 92.5 per cent.

On this basis, we can say that the first hypothesis, which states: "Commitment to the social responsibility of the economic institution towards the environment contributes to enhancing confidence" is correct.

Table 04: Represents the response of the research sample members to the third hypothesis

<b>Third hypothesis:</b> The commitment of the economic institution to its social responsibility towards society increases the promotion of social solidarity	Yes	No
The Foundation's contribution to charitable and volunteer programs	92.5%	7.5%
The company's image and reputation are good	70%	30%
Credibility and transparency in hiring	55%	45%
Society's acceptance of the company	65%	35%
Interaction between the institution and civil society institutions	57.5%	32.5%
The compatibility of the organizational values with those of society	92.5%	7.5%
Providing job opportunities for women	97.5%	2.5%
The company's commitment to society enhances solidarity among individuals	72.5%	27.5%

*Source:* Prepared by the Researcher based on the data

It was established that the complex contributes to charitable and voluntary works, as 92.5 per cent of respondents expressed that the latter participated in the socialization outside its usual activity. These activities may include financial aid provided to some segments of society, such as the elderly, widows and orphans, as well as taking care of some humanitarian cases such as surgeries or distressed families, providing hospitals with the necessary equipment and devices, as is the case during the period of the Corona pandemic.



It is also apparent from the results of the study that the compound enjoys both a good reputation and an image, as 70 per cent of the sample members agreed that the members of the community believe that the complex is a pride to Algeria. Especially since it provides 67 per cent of the country's needs of petroleum products (such as gasoline, diesel, etc.), and it employs more than 2,000 permanent and contracted workers. However, some respondents, with a percentage of 30 per cent, believe that the reputation of the compound is bad for many reasons, including the lack of transparency in the recruitment process and the large number of work accidents in recent times. Then again, some individuals have expressed that there are indeed manipulations in the recruitment process, but this is something that exists in all organizations and is not a reason for it to lose its reputation. As for the number of accidents, it may be due primarily to the old production units, as the complex has been in existence for more than 42 years.

Most of the respondents believe that the community accept the presence of the compound, and this is by 65 per cent, as it provides jobs, as mentioned above. Alternatively, the residents of Skikda are accustomed to its presence, even though it is considered a pollutant to the environment through the emission of gases. It is also clear that there is an interaction between the complex and some other institutions, this interaction is mainly included within the public relations that link the compound to several institutions, whether as a result of the need for such relations or in order to participate in the local community. This was approved by most of the sample members with a percentage of 57.5 per cent, the compound contains a section concerned with public relations.

Regarding the extent to which the organizational values of the institution are well-suited with the values of society, most of the sample members, with a percentage of 92.5 per cent, believe that there is compatibility between the values of the institution and those of society. This is due to the fact that most of the workers on the complex are residents of the city of Skikda or its surroundings, and since values are the main factor in controlling transactions between individuals, we must preserve them and not abandon them so as not to corrupt the individual, establishments and society. It is apparent in our society today that some values have begun to fade and disappear due to many reasons, such as the negative impact of technology and globalization, and the absence of religious values. As for the institution's keenness to provide women with job positions, most of the sample members confirmed the compound's acute interest in employing the female gender, and this is at a rate of 97.5 per cent. Some of them added that in recent years, more than a hundred women have been employed, as females have become competing with men in some positions that were for a long time monopolized by men, as it is the case for electrical or mechanical engineer and even in the departments of production and industrial security, some of them even had held positions of responsibility as heads of departments.

It was also established that the institution's commitment to its social responsibility towards society contributes to strengthening social solidarity and harmony among individuals, this was expressed by 72.5 per cent of the sample. Where we see that commitment increases with the increase and diversity of stakeholders in society, which raises the levels of solidarity and cooperation in order to achieve common interests. Although the Sonatrach Foundation is an economic institution, it, with all its branches, contributes to many social activities such as creating job opportunities and trying to absorb unemployment, fighting poverty, providing hospital institutions with various equipment...etc. And for this the society sees it as a citizen's institution.

Based on the findings of this study related to the third hypothesis, as expressed by the indicators, the respondents' opinions tended to the fact that the commitment of the economic institution to its social responsibility towards society contributes to the promotion of social solidarity, and thus its validity was confirmed and therefore the hypothesis can be accepted.

### **General result**

Based on the presentation and interpretation of the data and discussion of the results that were reached in the light of the characteristics of the sample and taking into account the three hypotheses, and on the basis of the statistical data obtained through the field study, where it was confirmed that the commitment to the social responsibility of the economic institution towards its members leads to an increase in the commitment of workers. It was also verified that the commitment to the social responsibility of the economic institution towards the environment contributes to enhancing confidence, not only the trust of the members of the institution, but even the members of the community or members of the environment surrounding this institution. In addition, it was ascertained that the commitment of the economic institution to its social responsibility towards the community further enhances the solidarity and synergy among the members of the community. So, the main hypothesis has been proven, therefore, it is possible to prove the main hypothesis that the commitment to the social responsibility of the economic institution contributes to the strengthening of the value system, and thus the central question that is "Does the commitment to the social responsibility of the economic institution contribute to strengthening the value system?"

### **Conclusion**

The social responsibility of the economic institution has occupied a prominent and important role in the business sector during the recent period, and it has become an integral part of the strategies of global organizations. To the extent that some in developed countries have established special standards for the extent of their commitment and implementation of social responsibility programs, Considering it a developmental work. In contrast, economic institutions in Algeria are still marginalizing this concept, describing it as charitable work based on donation and charity. In reality, companies' compliance with laws represents the lowest levels of social responsibility, such as compliance with labor laws, human rights laws and environmental preservation, however, the institution is supposed to initiate social contributions that go beyond what is specified in the laws and written in the regulations. Since social responsibility by its nature is optional and not mandatory, its aim is to promote and build a reputation for the establishment through which it can create an image and a positive impact on the members of society. as well as promoting some values that are almost vanishing in our society, such as trust, commitment, cooperation and solidarity among individuals.

And through the field study that was conducted inside the oil refining complex in Skikda on the subject of this institution's commitment to its social responsibility and its relationship to strengthening the value system and consolidating values within the institution and society as a whole. We obtained results confirming the existence of a positive relationship between the two variables, commitment to social responsibility as one of the most important components of the internal environment of the institution, which would affect the performances, as well as values as one of the most important components of identity, which regulate and control the relations between individuals within the society. Even more than that, it can be said that the value system is linked to social responsibility through the fact that the institution's awareness of its social responsibility is in itself an organizational value. An institution that does not have values will not be able to exercise its social responsibility and will not abide by its social role.

### Declaration of conflicting interests

The author declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

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