



International Journal of Advance Research, IJOAR .org

Volume 4, Issue 3, March 2017, Online: ISSN 2320-9151

READING IN THE REALITY OF SOCIAL RELATIONS IN THE ALGERIAN INSTITUTION

Dr/ Hadidane Sabrina and Fnineche Wassim

Abstract: This study aimed to reach a clear and precise understanding of the reality of social relations in Algerian enterprise. This is based on the fact that the success of the enterprise depends on with a message confirming prevailing relations between its definite article.

To reach this Action contre la faim, the researchers follow the descriptive approach, and according to the questionnaire tool on this institution workers, relying on the Japanese entrance to approach the theoretical study to reality.

Introduction: the concern for building the pattern or social construction of a coherent and balanced approach within the enterprise requires attention to build strong relations and coherent between its members in all directions, which is the core of the essence of the social construction of which contribute to these relations in the balance and coordination and integration between the various modes Sub-commission enterprise through functional roles and social performed by all lines (of groups and individuals) formally and informally, which, in turn, contribute to achieving the objectives of the enterprise as a whole, the satisfaction of the needs and desires of the members.

They feature a network of social relations within the institution of different kinds and types of complex and sometimes flexibility at other times, it is the extension of the network of social relations outside the institution, which is affected by several environmental variables indoor and outdoor pools, and each has a pattern of its importance and its role within the Organization, and therefore could not be of interest to the pattern at the expense of the other, and all the pattern is governed by the rules and standards of certain values, by which the parties to the relationship to perform their functions and duties assigned to them, which aims to achieve organizational success and access to organizational effectiveness, which seeks to each institution.

The achievement of gender balance and consistency and complementarity between the parts of the branches of the associated with building the relations of cooperation between the members of the institution, and the creation of an atmosphere of mutual confidence, including which have a positive reflection on the Reza workers and morale and reduce pressures and conflicts that suffer from the attempt to reduce them, to solve various organizational problems suffered by the institution and to permit the behavior of workers and attitudes toward the achievement of the objectives of the Organization and their needs and desires to ensure the survival of the institution and its continuation.

First: Problem: I have taken the institutions the sophisticated modern look to individuals a platform in dealing with its workers and strategic policies to current and future according to the trends of individuals and their needs, either in the countries of the third world, it is radically different, those who are observing the historical contexts of the evolution of the economic enterprise in Algeria since independence to this day believe that it possesses huge capital and also conveyed the best modern technologies and the evolving, and tires formed inside the country and outside, also claimed responsibility for the modern patterns in governance, but at the same time did not achieve the required efficiency, and was able to improve their

competitiveness in the market of local and international cuisine, it focused on the physical aspect of technical only, and neglected the social aspect of the psychological and its importance in the conduct of individuals to serve the objectives of the institution and policies, in addition to its role in To address and solve the problems and shortcomings which, as a result of the absence of cooperative behavior and the tyranny of personal interest in the public interest and the lack of mutual confidence between the management and workers, the low level of satisfaction with the low morale and the weakness of their sense of belonging to the enterprise, all this each individual within the institution of the Algerian economic to attempt to achieve its own goals at the expense of the objectives of the enterprise as a whole, was the capital of bankruptcy or solve most institutions as a result of the weakness of their effectiveness.

That ensuring the survival and continued the Algerian institution in the light of the changes and developments rapid environmental requires that the institution be one bloc coherent and integrated approaches in parts of the various branches to impermeable, in order to be able to stand in the face of crises various obstacles, which could be encountered in achieving its objectives and objectives of its members, and this is what did those on economic institutions and Algeria, and here lies the importance of this study, which emphasizes the role of the relationships of individuals within the institution to increase the level of satisfaction of workers and lifting the morale and strengthen their sense of belonging to the institution and the spirit of cooperation and build an atmosphere of confidence among them, the strong impact on the performance of the workers and organizational success of the institution.

On the basis of the foregoing, the present study from the main question:

- **What is the reality of social relations within the institution of the Algerian economic?**

The main premise:

- Prevail in the institution of the Algerian economic social relations and strong to overcome the organizational difficulties.

The subsidiary assumptions:

- ✓ Contribute to the organizational confidence in strengthening social relations between workers within the institution.
- ✓ Relations of cooperation in a positive role in strengthening the feeling of belonging to the institution.

✓ Affect informal relations positively in increasing the coherence of the members of the institution.

The importance of the study and justification of choice:

– emanate from the importance that occupied by social relations within the institution of different forms and the broader role that it plays in the balance and cohesion within for social development and the spirit of cooperation and coherence that can achieve career success.

It is the main justification for the selection of this subject is the note to the attention of our institutions and the economic aspect of the material, technical, neglect of social side (relations between the members of the institution) and its role in overcoming the organizational difficulties at all levels.

The objective of the study:

– stand on the reality of social relations within the Algerian institution and its impact on the conduct of the Algerian Working Group, and to increase the level of its commitment to and adhering to the enterprise and, hence, to know the impact on the performance and productivity of the Working Group.

Secondly: Concepts

I- the concept of social relations:

● Known as the "Ahmed Zaki Badawi" social relations as: "The interaction of a particular individual with other members of their wounds and influential, this relationship may be clear or hidden, directly or indirectly.") Badawi, 1993, 352) the focus of this definition that interaction is the essence of the relationship between two or more as the relationship of the impact and whether a clear impact or hidden, directly or indirectly.

● Known as the "Nasser kassimi" social relations within the Organization as: "The pattern of interaction between groups and individuals, to give participants a distinct meaning of this relationship and gives it the conscience of the pooled and nervousness special meaning the reaction to their goals.") Kassimi, 2011, 91)

"Nasser Kassimi" in the definition that the social relations is to build interact where the parties to the relationship, whether individuals or groups, define a feature of the nature of the relationship through the common standards and conscience pooled involved which draws their actions to achieve the goals of the relationship.

● Also known as: "reciprocal links between and among individuals and groups within the Organization, arise from the contact and interaction each other at all levels organizational".) Hassan, 1999, 405) Reflected in this definition that social relations are reciprocal links between and among individuals and groups within the Organization, and the collection of this definition between communication and interaction as the core of the relationship between workers of different rating in the organizational peace.

Procedurally, intended for social relations in the study of those links existing between the working group and the group of workers interact among themselves to carry out joint roles, formally or informally according to the standards of certain values for specific targets.

II– the concept of social relations:

● Known as: "The ties established between members of groups which constituted by the management of the Organization a formal resolution to carry out specific activities to achieve productive work or to consider the problem of the ' (al–Sahaf, 2003, 57). It follows from this definition that the official relations are the relations established formal resolution according to the functions and roles performed by the Relationship to achieve certain goals.

● They also said: "The relationship which he founded and concepts of formal law Industrial Organization, aims to ensure that the work of the institution and identifies the functional roles relationship duties of social rights" (Hassan, 1999, 409). The focus of this definition to the official relations based on, inter alia functional roles and obligations and social rights of the Parties by the formal Law Foundation.

Procedurally, intended for social relations in this study those existing relations between workers within the institution, which specifies the outskirts and regulates their roles and formal organization to carry out the various activities of the Foundation in order to achieve its objectives.

III– the concept of social relations:

● Is: "Those relations formed by the working group or the officer with his colleagues outside the channels of official action, and through social and cultural activities or personal initiatives, and arise these relations of informal groups have characteristics and hobbies common interests." (al–Sahaf, 2003, 75) applies this definition to consider social relations informal as the relations are not subject to the formal Law Foundation, but produced the result of the interaction of the members of the institution in the course of the various social and

cultural activities or personal their initiatives have been carried out, thereby informal groups differ from the official groups.

- Also known as: "those contacts and interactions between the members of the institution, whatever the functional roles, which cannot be determined by the laws and procedures, but determined by the attitudes and inclinations and trends and the interests of the individuals who make it up and enter in which, often show these relations among them.") Hassan, 1999, 410) that can be seen on this definition is considered informal relations as, *inter alia*, contacts and interactions that are subject to the formal organization of the Foundation, which is composed by leftist tendencies and trends and the interests of individuals within the institution, and this is the difference with the official relations.

Procedurally, intended for social relations in this study those relations formed by workers including outside channels of official concerns and common interests, the aim of which is to satisfy their needs and desires, social and psychological.

VI - the concept of economic institution:

- Learn about the economic enterprise as: "The form of the forms of social organization, including the economic, legal and social, which lead to the formation of social relations and the quality of distinct contribute to the process of production in accordance with the framework of the Legal and Technical specific" (Al-daqs, 2005, 114). Seen from this definition that the economic enterprise in the organization of the economic, legal and social specified lead this Organization to the composition of the distinguished relations between its members, according to the official roles in the production process, this definition is built between the views of the economic, legal, social and in determining its content.

- Also known as: "The system of relative social framework rational coordination between a group of individuals having relations are interrelated and interdependent and head toward the achievement of the objectives of the joint relations they underpin the structuring and specific, the Foundation arranges and managed to meet the needs of society in different ways in different purposes" (Aladlouni, 2002, 14). The focus of this definition the sociological on the fact that the institution of a social system consists of a set of interrelated relations in a rational manner seeks to achieve common goals between the parties, and to meet the needs of various community.

Procedurally, intended economic enterprise in this study all economic organization consists of a group of individuals having different relations through which the activities and multi-specific objectives and clear.

V. The concept of organizational confidence:

- Confidence known as: "a set of common expectations between two parties, i.e. it is holding myself an unwritten with the commitment by behavior, so as to generate mutual confidence and govern the relationship between the parties" (al-Douri, 2009, 323). It is clear from this definition that confidence is a positive sentiment mutually govern the relationship between the two parties and affects the positive behavior.

- Also known as: "The faith of the individual and the objectives and policies of the Organization and their chairpersons and all individuals working with him, including reflects Reza and the commitment of the individual and the direction of the Organization" (fares, 2014, 168). Seen from this definition that it more comprehensive, encompassing the confidence of the individual and the working group on his colleagues swear policies and objectives of the Organization, and increases in the level of satisfaction in the work and the level of its commitment to the direction of his organization, which dates back to the benefit of the Organization.

- As is known to the "Albrecht" on it: "expectation in the hands of an individual or group of verbal statements clerical and various acts of individual or group to another reliable.") Archbishop Andrawes and معاينة, 2008, 27) it was consistent with the previous definitions, as confidence as a positive sign for individual or group toward the rest of the personnel working with them through their words and actions of which must be credible and objectivity to be confident of individuals.

Procedurally, intended organizational confidence in this study feeling positive expected between workers another factor, or between the working group and its Chairman, including positively reflected on the manners and practices within the institution.

IV. The concept of cooperation:

- Known as the cooperation that: "pattern of relations prevail in learning and work, the Department of public life, when a number of individuals within small groups, such as formal and non-formal by helping them to raise the level of performance for the group and individuals and the achievement of the objectives of the group" (al-Atoum, 2009, 289). The focus of this definition to the cooperation that the pattern of relationships prevail in the work within the official framework and outside, based primarily on the assistance of individuals, some of the goals and objectives.

- Also known as: "a social process organize the efforts to achieve a common objective or objectives within the institution." (Bin Amer, 2002, 71), noted in this definition that cooperation was considered the process of meaningful social organization seeks parties to the process to achieve a set of common objectives within the institution in which they work under the terms of a certain standards.

Procedurally, intended to cooperate in this study joining together the efforts of the workers to the joint work, including the achievement of organizational objectives of the institution.

III. The concept of belonging to:

- Known as the "Buchanan" organizational belonging that: "an effective link between individuals and management in particular, this link on the loyalty of the individuals of the Organization and the conformity of their goals with its objectives." (adoption, 2004, 270) focused definition of "Buchanan" that belong is a link between a group of individuals and the institution in which they work, so as to increase the level of their loyalty to the institution and the Homogeneity of their goals with its objectives as the outcome of this positive feeling toward the institution.

- We all know of the "Marsh, Simon" organizational belonging that: "to involve the reciprocal relationship based on individual link formal regulation for the last of these gains from the annual salaries." (adoption, 2004, 270–0271) the focus of this definition to the reciprocal relationship of mutual interdependence between the individual and the official and the latter party individuals for their sense of belonging to it, and here it should be noted that all of the "Marsh, Simon" had been grossly in defined the role of non–formal organization in strengthening the feeling of individuals belonging to the institution.

Procedurally, intended organizational belonging in this study, the effective link between workers and the institution in which they work including positively reflected on their desire to survive the unification of their goals with its objectives.

III. The concept of coherence:

- Known as: "The strength of the linkages and the relations between individuals and groups within the institution, which includes strong convergence between the components and the strength and team spirit and a sense of belonging to the institution of loyalty" (Bin Amer, 2002, 56). The adaptations of this definition to clarify that coherence is the strength of the linkages and gathered individuals and groups within the institution and the extent of the

interdependence of their relations with each other and the degree of coherence through the collective action of the spirit of cooperation and sense of belonging to the enterprise, this has involved the definition to all the elements contained in the concept of cohesion within the institution.

- Also known as: "The degree of consent and agreement between the member States within the institution, usually measured by the degree of belonging and the existence of differences is reachable within the institution, it contributes to the stability of the institution and its evolution" (Ghaith, 2006, 61). This includes the definition of indicators to measure the degree of coherence of the members of the institution by measuring the degree of satisfaction concurring, the existence of the dispute or lack thereof, in addition to the degree of belonging to the institution and its impacts directly on the functioning of the enterprise and the degree of its development.

Procedurally, intended coherence in this study that coagulates the reflects the strength of the linkages of individuals among them, so as to make them integrated significantly within the institution in which they work.

Sixthly: previous studies

1. The study of the two researchers pro-al-Tai, Heidar Abdul-ridha Al-khafaji: "The reality of social relations between the students of both sports education professors Babylon, Qadisiya, " Year 2006, published on the site: [iraqcad.org/Journal Babil 06/2006 306.pdf](http://iraqcad.org/Journal%20Babil%2006/2006%20306.pdf).www

The aim of the study to identify the nature of social relations between the students of the faculties of sports education professors Babylon, Qadisiya, identify the causes that may lead to the deterioration of social relations between the students of the kidneys, which affect the behavior of a student and values which leads on the personality of the social maturity. The two researchers on the descriptive approach requirements of research. The study was conducted with (204) researched of both sexes, were chosen at random from 112,705 students of the faculties of sports education in the Universities of Babylon, Qadisiya, representing (20.27%) of the Study Society, distributed in the early stages of the four seminar.

From the main question: What is the nature of social relations between the students of the faculties of sports education professors Babylon Qadisiya?

The study came to the following conclusions:

– The existence of social relations linking sound most students with each other.

– There is a difference in the strength of social relations when gender equality. (al–Tai and Alkhafadji, 2006, 92)

The use of the study: adopted two researchers in the studied on one variable which complies with our, addressing the issue of the reality of social relations between the students, difference lies here in the nature of through they a lesson of social relations between the students, either in our reality of social relations within the institution, between workers, both official and non–official.

A study of the researcher Eman Ahmad Saleh gasification: "social relations psychological and functional and their relationship with the performance of the Staff governmental organizations, the secretariat of the capital," a letter submitted for the Master's degree in sociology, Faculty of Arts, University of Sanaa, Yemen, 2006, published on the site: www.yemen-nic.info/contents/studies/detal.php?ID=20616.

The aim of this study to the disclosure of social relations psychological, social relations and the career in the governmental offices, the secretariat of the capital as a model and its relationship to the functionality, and their impact on the conduct of the staff member to the regulatory environment. The researcher used in this study descriptive approach analytical work, the fact that this approach is the most appropriate in addressing this topic, and used resolution effective tool in the collection of data and data on the subject of the study. The researcher field study governmental organizations, the secretariat of the capital as a model in the capital of Sanaa, Yemen, and the sample study (300) staff distributed at the secretariat level. stemmed from the **main question:** Are there relationship of social significance between social relations psychological and functional with job performance?

And reached the following conclusions: arrived to the study, the social relations psychological and functional affect performance of staff according to her, in addition to the existence of differences and social significance in social relations and Psychological Warfare in favor of males regarding the working group, and the existence of differences and social significance in social relations career female back to the functional constraints and social nature of the communication, and that the single employees tend to build social relations and Psychological, married either of them will arrive to the composition of the functional relationships in the first place, and that the staff at least level of university students tend to engage in social relations and Psychological, while staff with the university level upwards to engage in social relations and functional in the work environment.

The benefit from the study: The study focused on the detection of social relations and the psychological and functional, the aspects of rapprochement with the current study, attention has also been given to disclose the professional groups concerned with the composition of the social relations and the psychological and the groups that want to enter into social relations and functional.

The study of the researcher Boudraa Fawzi entitled: "The culture of the institution and the nature of social relations "a message of introduction to gain the master's degree at the Faculty of Social Sciences at the University of Oran, Algeria, of the year 2014.

The aim of this study to know whether the building of a culture of strong and common between all cultures Sub-commission contribute to building social relations within the Organization of harmony and integration. The researcher adopted descriptive approach analytical work, in order to gather the facts and article scientific of Sources and References on the subject of the search. It also adopted a researcher with the approach of the examination of the situation in the field study concerning the institution of Sonatrak data collection on the subject of the study. The researcher field study the institution of Sonatrach, branch GPIZ boat in Oran, representing the statistical societies, where the enterprise includes 715 permanent factor distributed among the different constituencies, he then extract stratified random sample of these constituencies include tire layer control assistants up 20 percent of the total workers. **On the basis of the main question:** does the work of the institution to the building of a culture of strong and common brings together all cultures and the subcommittee, so as to create a kind of harmony between, and integration of social relations within the organization or not?

And reached the following conclusions:

– excessive centralization in the decision-making and the exclusion and marginalization of the minimum levels.

– the lack of communication between the hierarchical summit and al Qaeda and the lack of confidence between them.

– Lack of the sense of loyalty and affiliation of the Organization resulting from the failure to take initiatives and contributions from the Labor Party and give them freedom of action.

– the lack of attention to contact the informal and important role in strengthening relations between management and labor.

The benefit from the study: Researcher adopted the nature of social relations, variable continued, so is the subject of the study, and adopted an element of the culture of the institution of an independent variable can impact on social relations within the institution and has taken from the economic enterprise a field study which complies with the study of this.

A study of the researcher Chaachoua Nora: "The system of communication and social relations of professional medical organizations," a memorandum submitted for the degree of master cards in Sociology and organization of work: Institute of Humanities and Social Sciences, University of Colonel-eating monkeys yalli, of the year 2012. The aim of the study is to identify the various features of the communication system in the field of study, and to stand the contact channels prevailing in the institution, and how they affect communication channels in social relations between the professional groups. The researcher adopted in its study on the descriptive approach as more appropriate to answer the Ashkalija hypotheses.

The researcher studying the field hospital enterprise, consisting of the total workers (the study society) of 143 workers, the study sample consists of 90 workers, or the increase of 62.93% of the study, distributed among doctors and semi-medical and administrative staff, either the type of the sample were sample. **stemmed from the main question:** How does the communication system of social relations professional medical institution?

And reached the following conclusions:

- enterprise depends on the communication system downward trend, in addition to the system of communication upward trend.
- system had allowed the prevailing communication foundation to build relations of friendship and fellowship in the workplace.
- contributed to the communication system in the multiplicity and diversity of social relations between the various professional groups linking various members.
- play social relations, played a pivotal role in influencing the contact either in favor of or against him.

G. The benefit from the study: adopted on a sample touched all professional groups inside the hospital institution, and this is what we are going to try to do in our consideration of this, in addition to the curriculum of the user and descriptive approach which is more appropriate to understand and interpret the subject of the study.

My Input to address the current study, can rely on the Japanese theory "Z" William Uschi Eid (1981); where the philosophy of modern management of a Japanese style of democracy and participation in the process of setting of targets and in the taking of decisions to achieve strong relations between the administration and the Supreme Court of the central administration and management of the world according to what was confirmed by William Uschi Eid (1943).

Has developed the idea of Japanese administration of social environment for Japanese society in general and of the principles and values of the Japanese family in particular, in the sense that managers and the total personnel serve as per family have strong ties, reflected positively impact on the behavior of individuals within the work environment and affiliation to the enterprise, and increase their productivity. (Masaadawi, 2013, 189)

Accordingly conclude that one of the most important characteristics of Japanese management is the development of relations between the members of the institution to different levels of how to make the atmosphere of the work within the enterprise as the family atmosphere, any building strong relations and Sadaqat cozy based on friendship and cordiality and mutual cooperation and support others. (Al-shawawrah, 2011, 78 – 83)

The Japanese theory based on the imposition of the fundamental interest of the humanitarian aspect of personnel to raise the level of performance and improved through collective action and creating a spirit of the group, including the provision of a climate of confidence and familiarity among them to achieve the greatest possible organizational effectiveness and the behavior of workers and to increase the level of satisfaction and commitment in the work environment in the interior. (Hammoud and Allawzi, 2008, 100–101)

The approach used in the study: adopted two researchers in the current study on the descriptive approach in understanding the analysis and interpretation of the subject of the study being the appropriate approach to the nature of the study.

Intended descriptive approach that approach as the researcher as the phenomenon and is in fact an accurate description of the quantity and quality, also known as "a way to describe the phenomenon photography, quantitatively and qualitatively, and through the collection of theoretical information field data for the problem in question and then classified analysis and draw conclusions." (Zarouati, 2007, 86)

Viii.: the limits of the study

1- The spatial area conducted a field study national institution, Cork and products buffer zone, located in Gigel.

2- Time Domain: from 20 February to 14 April 2016

3. The area of the human race: and includes the workers of the national institution and the buffer zone products estimated infliction with 67 workers. That is the comprehensive survey of the most appropriate way to a methodology for studying all the items of the society (all members of the community search) without exception, and this way scientific importance in information and data collection and draw conclusions, access to the proposals and solutions. (Zarouati, 2007, 185)

The characteristics of the study society:

Includes the element of the characteristics of the community of the study, the analysis of the characteristics of professional members of a society study estimated infliction with 67 workers distributed on different organizational levels the enterprise field of study, here, sex, age, family situation, the level of education and the nature of the profession and seniority in action, the monthly remuneration and the nature of the contract of employment.

Table No. 01): distribution of workers by sex

Sex	Redundancy	Percentage %
Said	57	85.1
Female	10	14.9
The total	67	100

Recalling quantitative data in the table above the sex of workers that most of the members of the study society are male where estimated introduction to 57 or 85.1%, while the number of females infliction with 10 workers or 14.9% , which is low compared with boys, this is due to the difference in the gender variable to the nature of the activity of the institution which requires considerable physical effort within the production workshops, and the ability to bear the difficult working conditions, which led to the tyranny of the category of male female component in this institution, with regard to the small percentage of the female element can be traced to the preference for this category of work in the field, where the bulk of working women are employed in the administrative system of the enterprise field The study.

Table No. (02): Distribution of workers by age

Older persons	Redundancy	Percentage %
From 20 to less than 30 years	31	46.3 %
From 30 to less than 40 years	24	35.8%
From 40 to less than 50 years	11	Accounting for 16.04%
50 and over	1	1.5 %
The total	67	100 %

It is clear from the table above that the largest proportion of workers aged between 20 and 30 years, estimated 31 workers estimated at introduction to 46.3 % , followed by category of 30 to 40 years are estimated infliction with 24 workers estimated at infliction with 35.8% with an estimated number of workers aged between 40 and 50 years infliction with 11 workers, accounting for 16.04%, the number of workers over the age of 50 years there is one percent appreciates the infliction with 1.5 %.

And we note that the majority of the members of the study society are aged between 20 and 30 years old and young people, which is at the height of its activity | to work, to acquire the status of a distinct social, followed immediately by the age group 30 to 40 years, which is the carrier of the characteristics of young people and the experience in the area of work, and the fact that the category of 50 years and over is the weakest group that refer to the nature of the activity of the institution, which requires considerable physical effort and resilience which is difficult for this category to bear.

Table No. (03): The Civil Status

Family status	Redundancy	Percentage %
Single	35	52.2 %
Married	32	47.8 %
The widower	((
Absolute	((
The total	67	100 %

Indicate the statistical evidence in the table above that most of the members of a community Bachelor study where estimated infliction with 35 miners, i.e. 52.2%, while the number of married workers infliction with 32 workers, by

47.8 %. That could be explained by the high proportion of bachelors to the youthful age of workers, as no later than most of the age of 30, in addition to the modern to work within the institution, where it was warranted some time for the working group can stability in its work and to rethink in marriage, it should be noted here that the married rate is also not very seriously the proportion of singles where most of them exceeded the age of marriage, once their resettlement in the work carried out to marriage, in return, lacking the percentage of workers between the widower and absolute.

Table No. (04): the educational level

The educational level	Redundancy	Percentage %
Primary school	05	7.5 %
The average	24	35.8 %
Secondary	14	20.9 %
The University	24	35.8 %
The total	67	100 %

Referring to the table above on the educational level that there are two categories equal represent the largest proportion of it with the educational level of the Mediterranean region, where an estimated number of workers infliction with 24 workers by 35.8 %, and the same applies to the category of workers with the university level, where the estimated introduction to 24 workers by 35.8 %, followed by category of workers with the secondary level estimated introduction to the 14 miners any by 20.9 %, while the number of workers with the primary level infliction with 05 workers, i.e. 7.5 %, and return the high percentage of workers with the average level of the nature of their work which does not require an educational level is high, but requires a professional configuration simple so he can control working group work, in addition to The enjoyment of the capacity of the Center. The other high-category with the university level where they work in the administrative apparatus of the Foundation, which requires action in these administrative posts at the university level, as specified by the Act on the public of the fact that the institution of a public institution of the State.

Table No. (05): distribution according to the nature of the Profession

The nature of the Profession	Redundancy	Percentage %
The implementation of the working group	33	49.3 %
Administrative	06	9 %
Technical	04	6 %
The Framework	24	35.8 %
The total	67	100 %

Can be seen from the table No. (6) concerning the distribution of the members of a community search by the nature of the profession that the highest proportion of employees is the category of workers of implementation where estimated introduction to 33 workers, with 49.3 % representing workers of the two workshops, followed by tire category which estimated infliction with 24 workers by 35.8 %, followed by the Chief Administrative Officer category who are estimated to number infliction with 06 workers of a 9 percent in last place technical category they maintenance workers where estimated infliction with 04 workers by 6 %.

Table No. (06): distribution on the basis of seniority

In employment seniority	Redundancy	Percentage %
Less than 5 years	41	61.2 %
From 5 to 10 years	19	28.4 %
10 years and above	07	10.4 %
The total	67	100 %

Can be seen from the table No. (7) that the highest percentage of workers are of a category not exceeding 5 years of service where the estimated infliction with 41 workers, by 61.2 %, followed by category of 5 to 10 years of service estimated infliction with 19 workers, any grew 28.4 %, while an estimated the number of workers who have seniority exceeding 10 years infliction with 07 workers, by 10.4 %, and it can be said that the high percentage of disabled seniority of less than 5 years refer to most of the workers young institution, i.e. they were operating, operating within the framework of decades what Before the operation. In addition to the difficult working conditions to the organization does not encourage workers to the stability in some cases. With regard to the second category of from 5 to less

than 10 years also operating in the context of contracts before the operation, this is due to the difference in the years of operation.

Table No. (07): monthly wage

Pay	Redundancy	Percentage %
Less than 18000 between those who	03	4.5 %
18000 to less than 28,000 between those who	57	85.1%
Of the 28,000 to less than 38000 between those who	06	09%
From 38000 to less than 48,000 between those who	01	1.5 %
The total	67	100 %

quantitative evidence in the table No. (8) monthly remuneration of members of the research society that most of workers and employees of the foundation monthly pay ranges from between 18,000 to less than 28,000 between those who, where an estimated 57 Ordinance instituting a factor, i.e. 85.1%, followed by category of 28,000 to less than 38000 between those who where estimated infliction with 06 workers, by 09%, followed by directly category less than 18000 between those who estimated infliction with 03 workers by 4.5 %, followed by in the latter category of 38000 to less than 48,000 between those who one percent appreciates the infliction with 1.5 %.

As we note the wages of workers of the institution and the salaries of its employees are very low compared with the efforts of workers from effort in work affect inevitably purchasing power, and here it should be noted that in employment seniority a role in increasing the income of workers, the second category, earns from 28000 to 38000 between those who are returning to seniority as indicated earlier, in addition to the nature of the occupation or the post occupied by the employee or within the institution, the third category, earns less than 18000 between those who they are on the category of operated recently within the framework of decades before the ignition, less the category they represent pay one of the officials at the institution paramount chiefs.

Table No. (08): distribution according to the nature of the work contract

Possibility	Redundanc y	Percentage %
Permanent Contract	10	14.9 %
Fixed-term	57	85.1%
The total	67	100%

Seen through the quantitative evidence in table No. (9) on the nature of the work contract, that the highest proportion of workers are employed in the context of contracts before the ignition any they contracted workers estimated introduction to 57 workers, i.e. 85.1%, and the workers who work to permanent number estimated infliction with 10 workers, or 14.9 percent, a low compared with the proportion of workers of contractors, which refer to the nature of the employment laws and employment in Algeria where has become a policy through spend decades for 3 years with the possibility of extension for the inauguration opportunities or installation would be of little this suffering of the workers of the current institution.

Ninth: a tool data collection

The two researchers used in the collection of data and the questionnaire, and have been subjected to this form to the sincerity, virtual provisioning after the formulation of questions of principle it, then to be presented to the group of arbitrators specialists in sociology, psychology, benefit from spotted in the light of which was the amendment to delete some questions.

After subjecting the form of arbitration, then the distribution of the pilot form on 09 workers in field of study retrieval, was deleted open questions because answered, in addition to the amendment to one of the questions because it was vague somewhat.

Concerning the sincerity of the covert, was the use of the program SPSS in calculating the utilization factor unchanged on 09 application forms and then distributed collecting them on the part of the study sample, where the use of Alpha laboratories Kronbakh in the calculation of the flat results were as follows:

Table No. (09): Form Flat

Recapitulatif de traitement des observations

	N	1
Valide	9	0.001
Observations Exclues	0	(first half 18-14).
Total	9	0.001

A. Treat Nulls par liste basee sur toutes les variables de la procedure.

Statistiques de fiabilite

Alpha de Cronbach	Nombre d'elements
,895	30

Source: to prepare the student depending on the SPSS program.

It notes from the table that the value of the flat alpha laboratories Kronbakh appreciates the infliction with 0.89 The value of close to one (1), and therefore the examples of the questionnaire with high flat.

In order to calculate the sincerity of the questionnaire, it must be parameter value unchanged $\sqrt{0.89}$, including obtained on the value of the sincerity of the estimated infliction with 0.94, and considering that this value greater than (0.60), we can say that the questionnaire Sadik.

It was in this study the use of statistical methods, namely the quantitative and qualitative manner.

1. Quantitative Method: Use this method in unloading the data resulting from the application of the research form and addressed through the use of the program of statistical packages (SPSS20) through:

The reliance on the descriptive statistics in the calculation of the occurrences of percentages.

- The expense of arithmetic averages: identified fields as follows:

- Area = 1. 1.5) to indicate low level.
- Area = (1.5- 2) to indicate the high level.

The these areas questions relevant to two possibilities (yes, not).

- area (1. 1.66) to indicate low level.
- Area (1.67 - 2.33) to indicate the average level.
- Area (2.34. 3) to indicate the high level.

The these areas relevant questions 3 possibilities.

- Calculating standard deviations.

B. The reliance on the indicative of statistics through:

- coefficient of thousand Krombakh to know the value of the evidence and endorsed the questions the form.

- Test Ka^2 to see the relationship between the study variables.

- Compatibility laboratories to measure the relationship between the variables of the study.

2. Qualitative approach: use this technique in the analysis of data and the results obtained after the statistical treatment of and strengthen the field observations and studies and theories which dealt with the topic of the study of access to draw general conclusions.

X.: discussion of findings in the light of the hypotheses

1. Discussion of the results in the light of the first hypothesis: contribute to organizational confidence in strengthening social relations between workers within the Enterprise

Table No. (10): the results of the contribution of the organizational confidence in strengthening social relations between AI–ameli

The number	Questions of the hypothesis	Arithmetic	The standard deviation of	The value of the Ka^2	Degrees of freedom	The Indicative level	Resolution	Compatibility factor C
01	The labor relationship with each other	2.63	0.48	4.313	1	0.00	D	0.81
02	The confidence of workers with each other	1.91	0.28	45.149	1	0.00	D	
03	The opinion of the workers on the existing confidence among them to strengthen their relations in the work	1.91	0.26	48.493	1	0.00	D	
04	Good relations between workers and their contribution to increasing Reza workers or their commitment or performance	1.70	0.90	24.746	2	0.00	D	
05	The Working	1.84	0.37	30.224	1	0.00	D	

	Group received support from his colleagues in the case of delay in the performance of its work							
06	The relationship of workers immediate supervisors	2.46	0.53	30.657	2	0.00	D	
07	The confidence of the workers in the efficiency of their work	1.76	0.43	18.284	1	0.00	D	
08	The Supervisor confidence in the ability of workers to perform efficiently from their point of view	1.94	0.23	51.955	1	0.00	D	
09	Treat president with workers in the event of a problem in the work	1.85	0.53	43.104	2	0.00	D	
10	The impact of the strained	1.75	0.43	16.254	1	0.00	D	

	relationship between workers and their supervisors on workers							
11	Confidence in the decisions taken by the reasons behind this	1.45	0.50	9.172	2	0.01	D	

- The arithmetic average of the definitions of relevant 3 possibilities (1-6) is: 2.54.
- The arithmetic average of the definitions of relevant two possibilities (2.3 benthopelagic-8-9-10-11) is: 1.79.
- The standard deviation of the year: 0.44.

From the table No. (10), which shows the arithmetic averages standard deviations workers answers obtained from form distributed the workers of the first premise that "contribute to organizational confidence positively in strengthening social relations between workers within the institution", it is clear that most of the questions the Special axle first premise that has got the mathematical averages, higher than the average by somewhat high, which reached a maximum of 1.94, the special value of question No. (1) , which refers to the labor relationship with each other in the work, while average algorithm to question No. (11) , which refers to the confidence in the decisions taken by the reasons behind this Mediterranean, where reached 1.45, while The arithmetic average infliction with 1.79, according to the specific area of the previously (1.5- 2) to indicate a high level, with regard to the questions that have 3 possibilities of two question No. (1) Estimated average algorithm infliction with 2.63, the question No. (6) which an estimated average algorithm infliction with 2.46, retargeted questions had obtained the arithmetic mean in relatively high according to the specified area previously (2.34. 3) to indicate a high level, with regard to the standard deviation of the year were estimated by the infliction with 0.44, including can say that the answers to the staff separation is weak.

To verify the first hypothesis and knowledge of the impact of the organizational confidence in strengthening social relations between the staff have been using Ka^2 matching fortunately, as shown in the table No. (10), where it came from all the questions statistically

function at the level of the significance of less than 0.01, but the question No. (11) it is the level of the significance of 0.01.

After the expense of Ka^2 good corresponding to the first assumption estimated infliction with 292.127, through the comparison between the Ka^2 theory agencies² calculated using the SPSS system, it is clear that there are no statistical significance and there is no match, because the Ka^2 calculated more Ka^2 theory, and to learn the quality of the relationship between the organizational confidence and social relations have been transformed into the value of Ka^2 for calculating the utilization factor compatibility C in accordance with the following steps:

$$\text{Compatibility factor } C = \sqrt{\frac{K^2}{N+K^2}} = \sqrt{\frac{292.127}{67+292.127}} = 0.81.$$

And we can say that a parameter value compatibility C (0.81) is a high value as the value of C be confined in the area (0.5 - 1), and therefore there is a strong relation with the statistical significance between organizational confidence in and contribution to the strengthening of social relations and thus reject zero imposition and accept the imposition of the alternative.

2. Discussion of the results in the light of the second hypothesis: relations of cooperation in a positive role in strengthening the feeling of belonging to the enterprise

Table No. (11): results of the role of the relations of cooperation in strengthening the feeling of belonging to the enterprise

The number	Questions of the hypothesis	Arithmetic	The standard deviation of	The value of the Ka^2	Degrees of freedom	The Indicative level	Resolution	Compatibility factor C
12	The way the preference of the workers in the conduct of their work	2.10	0.76	3.254	2	0.19	Non-D	0.86
13	The exchange of workers, including information on work	2.40	0.55	28.866	2	0.00	D	

14	The role of mutual cooperation between workers to work better	1.99	0.21	116.627	2	0.00	D
15	Workers' solidarity with each other if the delay of one of their colleagues in the end of work	1.87	0.34	35.836	1	0.00	D
16	Workers participate in decisions affecting them,	1.91	0.28	45.149	1	0.00	D
17	Labor cooperation among them to overcome the difficulties they face	2.48	0.63	23.403	2	0.00	D
18	The cooperation of the immediate with workers in different charge d'affaires	1.66	0.50	37.821	2	0.00	D
19	The impact of mutual cooperation between the	1.14	0.34	34.909	1	0.00	D

	immediate workers and an increase in the level of their commitment or not							
20	The Department sought to involve workers in decisions affecting them,	1.93	0.50	51.970	2	0.00	D	
21	The desire of the workers in continue if having a strong relationship with their superiors in the work	1.8	0.34	35.836	1	0.00	D	
22	The contribution of the existing cooperation between workers in strengthening their relations within the Organization	02	00	((0.01	(

- The arithmetic average of the definitions of relevant 3 possibilities (12. 13. 17) is: 2.32.
- The arithmetic average of the definitions of relevant two possibilities (14-15-16-18 A.19.20-21-22) is: 1.79.
- The standard deviation of the year: 0.44.

From the table No. (11), which shows the arithmetic averages standard deviations workers answers obtained from form distributed the workers of the second premise that "relations of cooperation in a positive role in strengthening the feeling of belonging to the institution", it is clear that most of the questions the Special focus of the second premise that has got the mathematical averages are relatively high, where limited between (0.66 and 1.99) according to the specified area previously to indicate the high level (1.5- 2) questions shown in table (14-15-16-18-20-21), it is estimated that the arithmetic average of the infliction with 1.79 , which is the average high, with regard to the questions No. (12-13-17) estimated the arithmetic average infliction with 2.32, which is the value of the medium according to the specified area previously (1.66 - 2.33) The average level.

With regard to the standard deviation of the estimated infliction with 0.44 indicates that the fragmentation of the answers is fragmentation is weak.

To verify the second hypothesis, knowledge of the role of the relations of cooperation in strengthening the feeling staff have been using the test of Ka^2 matching fortunately, as shown in the table No. (11), where it came from all the questions statistically function at the level of the significance of less than 0.01, but the question No. (12) is a non-d statistically, after the expense of Ka^2 second assumption, competence infliction with 413.671, through the comparison between the Ka^2 theory agencies² calculated using the SPSS system it is clear that there are no statistical significance and there is no match, because the Ka^2 calculated more Ka^2 theory.

To learn of the quality of the relationship between the relations of cooperation and the promotion of a sense of belonging to the converted value of Ka^2 for calculating the utilization factor compatibility C in accordance with the following steps:

$$\text{Compatibility factor } C = \sqrt{\frac{\chi^2}{N+\chi^2}} = \sqrt{\frac{413.671}{67+413.671}} = 0.86.$$

And we can say that a parameter value compatibility C (0.86) is a high value as the value of C be confined in the area (0.5 - 1), and therefore there is a strong relation with the statistical significance between the relations of cooperation and the promotion of a sense of belonging to the institution, including the this hypothesis, achieving a high degree and thus reject zero imposition and accept the imposition of the alternative, in line with the results of the study

"researcher Boudraa Fawzi" that the lack of communication between the summit and al Qaeda contributes to the decline in the sense of loyalty and affiliation to the institution.

3. Discussion of the results in the light of the third assumption: affect informal relations positively in increasing the coherence of the members of the Institution

Table No. (12): the results of the impact of informal relations in increasing the coherence of the members of the Institution

The number	Questions of the hypothesis	Arithmetic	The standard deviation of	The value of the Ka^2	Degrees of freedom	The Indicative level	Resolution	Compatibility factor C
23	The desire of the workers in the composition of the new relations with the rest of their colleagues in the work the reasons behind this	1.81	0.34	35.836	1	0.00	D	0.79
24	Personal relations between workers and their supervisors	1.25	0.43	16.254	1	0.00	D	
25	The reflection of social relations between workers on their performance in work	1.21	0.41	22.701	1	0.00	D	
26	The contribution of	1.87	0.34	35.836	1	0.00	D	

	the friendship between workers in strengthening unite with each other						
27	The relationship of the old workers new workers	2.04	0.78	1.104	2	0.57	Non-D
28	Workers sought to configure the good relations with new workers	1.94	0.29	100.776	2	0.00	D
29	The contribution of the personal relationship between staff members and supervisors to reduce the existing conflicts, including from their point of view	1.85	0.35	32.970	1	0.00	D
30	A description of the social conditions prevailing in the Enterprise	2.28	0.79	8.448	2	0.01	D

- The arithmetic average of the definitions of relevant 3 possibilities (27-30) is: 2.54.
- The arithmetic average of the definitions of relevant two possibilities (23-24-25-26-28-29-30) is: 1.66.
- The standard deviation of the year: 0.46.

From the table No. (12) which shows the arithmetic averages standard deviations workers answers obtained from form distributed the workers of the third premise that affect informal relations positively in increasing the coherence of the members of the institution", it is clear that most of the questions the Special axle lends support to the third mathematical averages are relatively high, where mostly confined between (1.85 - 1.94) according to the specified area previously to indicate the high level (1.5 - 2), questions shown in table (23-26-28-29), while an estimated average algorithm to question No. (24) infliction with 1.25 The question No. (25) infliction with 1.21, the two are in the area (1. 1.5) to indicate the low level of the Mediterranean The mathematical questions (23-24-25-26-28-29) is estimated infliction with 1.66 which is higher than the average, while an estimated average mathematical questions (27-30) infliction with 2.16 it falls within the area (1.66-2.33) to indicate the average level.

With regard to the standard deviation of the year were estimated by the infliction with 0.46, it shows the dispersal of the answers is fragmentation is weak.

To verify the third assumption and knowledge of the impact of the informal relations to increase the coherence of the members of the institution has been using Ka^2 matching fortunately, as shown in the table No. (12), where it came from all the questions statistically function at the level of the significance of less than 0.01, but the question No. (27) is a non-d statistically.

After the expense of Ka^2 good matching the third assumption estimated infliction with 253.925, through the comparison between the Ka^2 theory agencies² calculated using the SPSS system it is clear that there are no statistical significance and there is no match, because the Ka^2 calculated more Ka^2 theory, and to learn the quality of the relationship between informal relations and increasing the coherence of the members of the converted value of Ka^2 for calculating the utilization factor compatibility C in accordance with the following steps:

$$\text{Compatibility factor } C = \sqrt{\frac{\chi^2}{N+\chi^2}} = \sqrt{\frac{253.925}{67+253.925}} = 0.79.$$

And we can say that a parameter value compatibility C (0.79) is a high value as the value of C be confined in the area (0.5 - 1), and therefore there is a strong relation with the statistical significance between informal relations increased coherence أفراد institution, including the this hypothesis, achieving a high degree and thus reject zero imposition and accept the imposition of the alternative.

This is in keeping with the results of a study of the researcher "Samia Slaheddine Maaoui" in the interest of the institution to develop relations of trust and respect lead to the coherence and harmony of the individuals and groups composed of the institution.

Thirdly: The general findings of the study

On the basis of the findings of the study hypotheses through the results of the form after field-tested and main russification that "prevail in the institution of the Algerian economic social relations would help to overcome the organizational difficulties", could be summarized the results obtained, as follows:

Table No. (13) Arithmetic normative deviancy and compatibility C assumptions Sub-commission the hypothesis of the General Assembly

The Hypotheses	Arithmetic	The standard deviation of	Compatibility factor C
The first hypothesis	1.79	0.44	0.81
The second hypothesis	1.79	0.44	0.86
The third assumption	1.66	0.46	0.79
The general premise	1.74	0.44	0.82

Through the note statistical figures in the table above shows that consensus laboratories macroeconomic general assumption is 0.82, an indicator of the existence of a strong relationship between the existence of social relations and strong, cohesive among the members of the institution has contributed to overcome the organizational difficulties, and the institution of the foam products Jijel buffer zone, and workers answers on questions of form the weakness of the dispersion of the manual and a standard deviation of low and 0.44, in addition to the arithmetic average of the form was estimated infliction with 1.74, a high average justifies the degree of the contribution of social relations between workers to overcome the organizational difficulties within the institution.

Consequently, during the arithmetic averages form questions indicated that most answers workers confined calculation in the area (1.5- 2) to indicate a high level this indicates the consensus answers to workers in general conclusions can be drawn:

- linking the enterprise workers field of study good relations, including on the basis of mutual confidence and respect.

- confidence contribute significantly to the strengthening of social relations between workers within the field of study.
- contribute to social relations and goodwill between the workers within the field of study to increase the level of satisfaction with the work and improve the level of their performance.
- Exercises workers, including all forms of support to the words of the organizational values affect behaviours deeds and within the field of study.
- Linking workers immediate supervisors and official relations within the field of study flexible work, and the opening of a narrow field of workers to express their views and to articulate their concerns.
- there is mutual confidence between the workers and their direct on the efficiency of each party and ability to carry out the work entrusted to him the best.
- most of the workers do not trust in the decisions taken by the administration of the foundation because it does not share them in taken because they harm their interests from the point of view of the workers.
- preferred most workers cooperation with their colleagues in the fulfilment of the tasks this underscores the miles of workers toward collective action through the work of the task forces, and distinct role in the success of the production process through concerted efforts between workers on the one hand, and between staff members and supervisors on the other hand, thus the institution of unifying its objectives with the objectives of its members so that it could achieve organizational success.
- There is a great solidarity among workers have contributed greatly to the unifying and increase their cohesion.
- shared by most workers in the taking of decisions among themselves on issues affecting them, or the difficulties and obstacles that face them and communication to the administration of the foundation in writing.
- contribute to mutual cooperation between staff members and supervisors in strengthening the official relations between them, and contribute to an increase in the level of commitment of the workers to work, and strengthen their sense of belonging to the field of study and strengthen their desire to continue.
- Contribute to informal relations between workers in achieving balance and stability within the field of study, and the reduction of existing conflicts, including of the Algerian institution.
- Contribute to the good relations between workers in improving the level of performance of the work to achieve their goals and objectives of the institution, to the institution interest in this type of relations between the employees.

References adopted:

- 1- Ahmed Zaki Badawi: Terminology Lexicon of Social Sciences, Library Lebanon publishers, Lebanon, 1993.
- 2- Ihsan Mohammad Al-Hassan: The Encyclopedia of Sociology, Casablanca Arab, I1, Lebanon, 1999.
- 3- Zakaria Malik al-Douri, Ahmed Ali Saleh: Department of empowerment and the economics of confidence in the work of the organizations of the third millennium, Dar es Salaam Al-yazouri for publishing and distribution, I1, Jordan, 2009.
- 4- Habib al-Sahaf: lexicon of human resources management, personnel, Library Lebanon publishers, i1, Lebanon, 2003.
- 5- Youssef Mesaadaoui: the basics in the management of the institutions, Dar es Salaam HOUMA for publishing and distribution, I1, Algeria, 2013.
- 6- A supporter of al-Tai, Haidar Abdel-Rida Al-khafaji: the reality of social relations between the students of the faculties of sports education professors Babylon, Qadisiya, science magazine Sports Education, Babel University, No. 03, vol. V, Iraq, 2006.
- 7- Mohammad Abdel Mawla Aldeqqes: Industrial sociology, Dar es Salaam Majdalawi for publishing and distribution, I1, Jordan, 2005.
- 8- Mohammad Akram Aladluoni: institutional work, Dar es Salaam, son of packets, I1, Lebanon, 2002.
- 9- Mohammad Gawdat Mohammad Faris: the relationship between trust and commitment, organizational field study at Al-Azhar University, Journal of the Islamic University of Economic Studies, administrative, vol. 22, No. 02, 2014.
- 10- Mohammad Obeidat and others: the methodology of scientific research (rules the early stages and applications), Dar es Salaam Wael for publishing and distribution, I2, Jordan, 1999.
- 11- Mohammad Alam Adoption: studies in the knowledge of the organizational meeting, Library Egyptian Anglo-american, I1, Egypt, 2004.
- 12- Mohammad Atef Ghaith: Sociological Dictionary, Dar es Salaam University knowledge, Egypt, 2006.
- 13- Nasser Kassimi: a guide to the terminology of the flag of the meeting of the Organization and work, the Office of the University publications, I1, Algeria, 2011.
- 14- Osman Omar Bin Amer: basic concepts in Sociology and Social Work, University Publications, Dhi Qar Younis, I1, Tunisia, 2002.
- 15- Adnan Yousif AL-Atoum: Social Psychology, enriching for publishing and distribution, I1, Jordan, 2009.

16– Rami Jamal Archbishop Andrawes, Adel Salem Maaia: administration of confidence and empowerment, the world of books talk of publication, I1, Jordan, 2008.

17– Faisal Mahmoud Al–shawawra: the principles of business administration from a to z, Dar es Salaam curricula for publishing and distribution, I1, Jordan, 2011.

18– Rashid Zarwati: Methods and tools of scientific research in the social sciences, Dar es Salaam guidance for printing and publishing, I1, Algeria, 2007.

19– Rashid Zarwati: training on the methodology of scientific research in the social sciences and the Office of the University publications, I2, Algeria, 2008.

20– Khodair Kadim Hammoud and Moussa Safety Lawzi: the principles of business administration, enriching for publishing and distribution, I1, Jordan, 2008