

Impact of Organizational Climate Dimensions on Functional Alienation

(A field study on the staff at Mowasat Hospital in Damascus)

Dr. Bassam Al taza*

Abstract

The main objective of the study is to test the impact of the organizational climate dimensions, which is represented in the nature of the organization and the physical, psychological, social and cultural environment in the functional expatriation of the staff of the Mowasat Hospital in Damascus. In order to achieve this objective, the deductive approach was adopted, the questionnaire was also used to collect information, the data were analyzed by the SPSS program and the appropriate statistical tools were used in the analysis. The study found the following results:

First: Refused the hypothesis that there is no significant effect on the dimensions of the organizational climate (the physical work environment, the prevailing work culture, and the relationship with the superiors) in functional alienation, and therefore these dimensions have different effects on the employees' feeling of alienation from their work in the hospital.

Nor did it appear that there was a significant effect on the worker's relationship with his colleagues in his sense of alienation from his work.

Second, the hypothesis that: The workers' sense of functional alienation is not significantly different according to their

For the Paper in Arabic Language See the Pages (47-77)

* Associate Prof, Department of Business Administration, Faculty of Economics, Damascus University.

personal characteristics (sex, age, and functional category of the worker). Thus, there are significant differences in the degree of their sense of functional alienation for the sex and age variables, while there are no significant differences according to the functional category.

In order to alleviate the phenomenon of alienation, the following proposals and recommendations were developed:

- To reduce the severe restrictions imposed on workers in terms of formal work procedures and adherence to formalities and routine.
- Changing the culture of negative work currently prevailing in a positive work culture, which is characterized by attention to workers and their needs and values of work and cohesion of its members and attention to events .. Etc.
- Maintaining the prevailing working relationships among colleagues as good relations and did not negatively affect their sense of alienation.
- Working to correct the vertical relations with supervisors and presidents, as they negatively affect the sense of expatriate workers.
- Working to pay attention to the young workers, as they are the most sensitive to alienation, by taking care of them and reducing the sources of pressure imposed on them, including (mainstream culture, central and official, and the relationship with presidents) to prevent them from leaving and leaving them to work in the hospital.

Keywords: organizational climate, career alienation.