Organisational Socialisation

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Organisational Socialisation

is a process through which a new employee learns to adopt to an organisational culture.

संगठनात्मक सामाजिकीकरण भनेको एउटा प्रक्र्या हो जस मार्फत नया कर्मचारीले संगठनको संस्कृतिसंग आत्मसात गर्ने अवसर पाउन्छन्।
Organisational Socialisation Process helps to meet the Organisation's Culture and Individual’s Personality at work place.

Source: Dr. Govind Ram Agrawal
Process of Organisational Socialisation

Socialisation Process consists of three stages:

1. Pre-arrival Stage
2. Encounter Stage
3. Metamorphosis Stage

Source: Dr. Govind Ram Agrawal
Why Organisational Socialisation Programme? (Benefits)

- Reduce newcomer stress
- Reduce start-up costs
- Reduce turnover
- Expedite proficiency
- Helps newcomer to adjust
- Enhance adjustment to work with groups and the norms
- Encourage positive attitude
- Information about company as a whole
- Job-specific information
- Job Satisfaction
Main Barriers to Organisational Socialisation

- Cost.
- Time.
- Resources.
Dimensions of Organizational Roles

- **Inclusionary** – social dimension (e.g., outsider, probationary, permanent etc)
- **Functional** – task dimension (e.g., sales, engineering, administrative)
- **Hierarchical** – rank dimension (e.g., line employee, supervisor, management, officer)
People Processing Strategies *

- Formal versus Informal
- Individual versus Collective
- Sequential versus Non-sequential
- Fixed versus Variable
- Serial versus Disjunctive
- Investiture versus Divestiture

*John Van Maanen and Edgar H. Schein; *Model of Socialization* (1979)
General Information of the Organisation

- Overview of organisation
- Key policies and procedures
- Vision / Mission
- Goals and strategy
- Compensation, benefits, safety standards
- Employee relations
- Company facilities
Organisational Socialisation and the HR Department Staff

- HRD staff designs and implements new employee orientation program
- HRD schedules participation by various level of management
- HRD staff evaluates orientation program and implements needed changes
Orientation Roles......

 Supervisor

  ■ Information source
  ■ Guide for new employees

 Coworkers

  ■ Socialise into organisation
  ■ Help to learn norms of the work group and organisation
Common Problems in Organisational Socialisation

- Too much paperwork
- Information overload
- Information irrelevance
- Scare tactics
- Too much “selling” of the organization
Common Problems in Organisational Socialisation....

- Too much one-way communication
- One-shot mentality
- No evaluation of program
- Lack of follow-up
Designing and Implementing an Orientation Programme

- Set objectives
- Research orientation as a concept
- Interview recent new hires
- Survey other company practices
- Review existing practices
- Select content and delivery method
- Pilot and revise materials
Designing and Implementing an Orientation Programme...

- Produce and package the printed and audiovisual materials
- Train supervisors and install programme
- Evaluate programme effectiveness
- Improve and update programme
Time for discussion / sharing experiences
Thank you
For your time and attention

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