

# Organisational Socialisation



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# Organisational Socialisation

## Organisational Socialisation...

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

संगठनात्मक सामाजिकीकरण भनेको एउटा प्रकृया हो जस माफत नया कर्मचारीले संगठनको संस्कृतिसंग आत्मसात गर्ने अवसर पाउँछन् ।

Organisational Socialisation  
Process helps to meet the  
**Organisation's Culture** *and*  
**Individual's Personality**  
at work place

**Organisation's  
Culture**

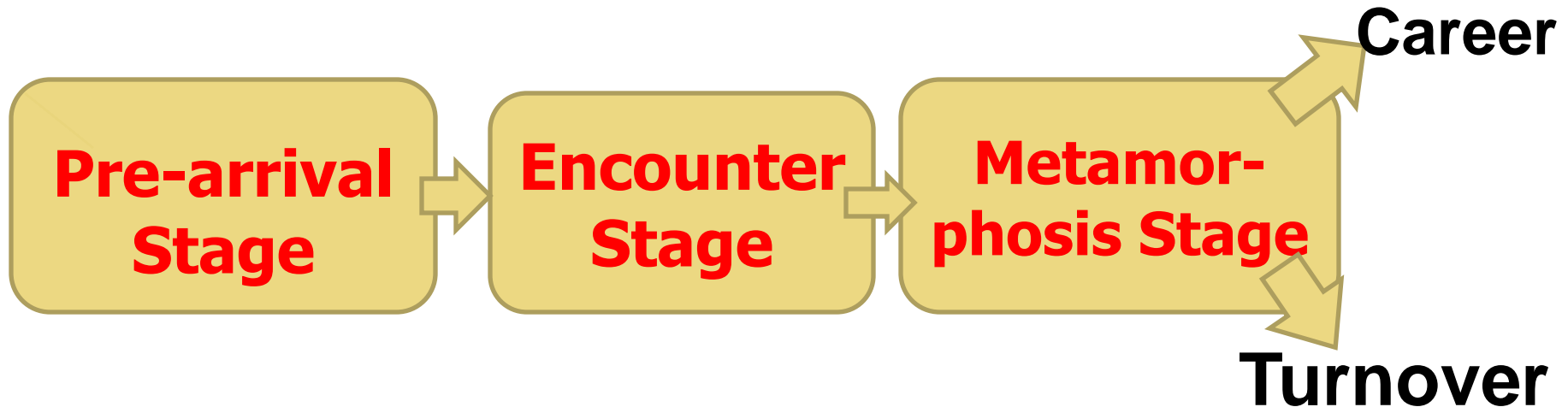
**Socialisation  
Process**

**Individual's  
Personality**

# Process of Organisational Socialisation

Socialisation Process consists three stages;

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



# **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 program**

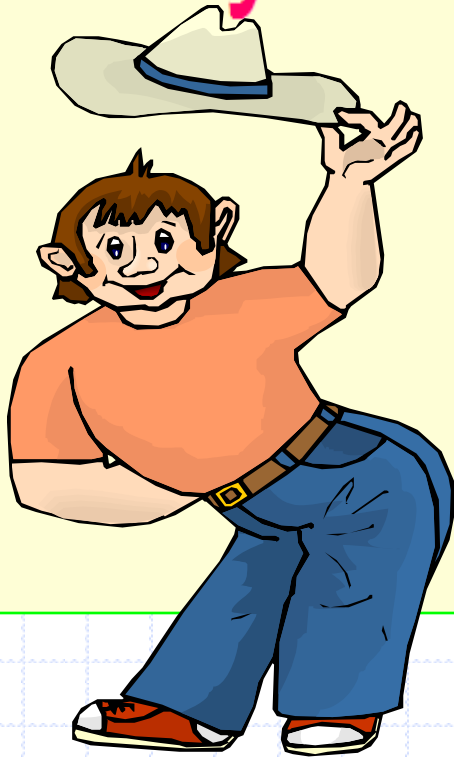


**Time for discussion / sharing experiences**



# Thank you

For your time and attention



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