

The Relation between Social Institutions and Professional Compatibility of Social Workers (Case Study)

Sherif Yehia Mahmoud Fahmy

Social Work and Community Development Department, Faculty of Education Al-Azhar University
Alsharifa_Amel@yahoo.com

Abstract: Compatibility means the ability of the individual to be in harmony with oneself and his social environment in its different aspects, one of those aspects is the professional compatibility. The aim of this research is to focus upon the effect of the field of work on professional compatibility among social workers through their practice in some of the social work fields. The study deals with some of the social work institutions which are the elderly care institutions, special care institutions, industrial field institutions, and medical field institutions. In accordance to the research results, it has been found that the social workers in the elderly care field were professionally compatible, while those in the special categories field care, industrial field care, and medical field care were not professionally compatible. As social work is the work for the social community which includes helping people and trying to solve their problems, therefore professional compatibility is considered to be essential for every worker in the social work field.

[Sherif Yehia Mahmoud Fahmy. **The Relation between Social Institutions and Professional Compatibility of Social Workers (Case Study)**. *J Am Sci* 2014;10(2):231-240]. (ISSN: 1545-1003). <http://www.jofamericanscience.org>. 33

Keywords: social worker, professional compatibility, social institutions.

1. Introduction

Compatibility means harmony with the environment including the ability to fulfil most of the individual's demands including biological and social demands, therefore compatibility includes all the variants and changes in behaviour that are necessary for achieving the demands in the frame of harmony with the environment.

The professional compatibility is considered to be a part of general compatibility and one of its manifestations, it reflects the person's satisfaction of his work, his environmental components, and his relations with his colleagues, and it is necessary for he individual to do his job as perfect as possible, this is because the individual's success depends upon his professional compatibility, his adaptation with the work environment in all aspects, materialistic, professional and social to achieve the highest level of balance.

As life is always changing, man always needs to develop his responses or changes his activity so long the environmental conditions are changing, sometimes he may make change in the environment, for example, when the person's job does not supply him with greater amount of money, so he can live a life better than his previous one, he also may think of immigration to another country if the economic conditions at his country is bad, so man may need not to change the whole environment as in case of immigration, he may be satisfied by making changes in his own environment when it is possible. Therefore, the professional compatibility is considered to be a mandatory condition in the field of social work.

The Research Value

It is important for the person who chooses the social work as a profession, to believe that his doing a kind of message, he should be enthusiastic to what he is doing, understanding his responsibilities, and believing in its value and objectives.

As long as psychological predictions have those powers of imagining man responses to some particular social motivations which affect his behaviour during his life, it also affect the direction of behaviour in case of professional compatibility, that means if the attitude of the individual towards his work is positive, he achieves it as perfect as possible and he can achieve great success, but if this attitude is negative, he achieves his work routinely and mostly he failed, more over he may experience the circle of anxiety and depression.

The Research Problem

The research problem can be defined by answering the following questions:

- What is the extent of the relation between the social institutions and the professional compatibility of social workers?
- What is the extent of the relation between the elderly care institutions and the professional compatibility of social workers?
- What is the extent of the relation between the special categories institutions and the professional compatibility of social workers?
- What is the extent of the relation between industrial field institutions and the professional compatibility of social workers?

- What is the extent of the relation between the medical field institutions and the professional compatibility of social workers?

The Research Objectives

- (1) Determination of the relation between elderly care institutions and the professional compatibility of social workers.
- (2) Determination of the relation between the special categories institutions and the professional compatibility of social workers.
- (3) Determination of the relation between the industrial field institutions and the professional compatibility of social workers.
- (4) Determination of the relation between the medical field institutions and the professional compatibility of social workers.

The Research Boundaries

This research is confined to social institutions which work in elderly care field, special categories field, industrial field and at last medical field and these institutions are present in Cairo Governorate.

The Research Type:

This research belongs to descriptive analytic studies, as it searches for the extent of the relation between the social institutions and the professional compatibility of social workers, this type is suitable for the nature of the subject that emerges from well defined research curriculum, therefore it presents to us well defined picture of the study to prevail the facts.⁽¹⁾

The Research Curriculum:

This study has followed case study style as it is the most suitable way connected to its subject, this is done by collecting the scientific data related to each unit whether individual, institution, social program, local community, and general community, it is an extensive, descriptive to reveal its different aspects and reaching general terms that coincide with others of similar units.⁽²⁾

The Research Terminology:

Determination of the concepts and the scientific terminology is considered to be a necessity in scientific research, in this way the ideas and the meanings of the research are expressed clearly to be easily understood by others.

As the concept is that confined mental image which indicates defined features of common items that belong to special type of phenomena.⁽³⁾

The study concepts are defined as follows:

- (1) The social institutions concept.
- (2) The compatibility concept.
- (3) The professional compatibility concept.

(I)-The Social Institutions Concept:

It is defined as the institutions that are concerned with social work in different social fields, whether directed by the government, or by people or that

introduce its artistic and professional services to its clients and to the society.⁽⁴⁾

They are organizations that define the objectives and defined roles of social workers.

(II) Compatibility:

1-Definition of Compatibility in Language

-It means suitable, agreed with, and in harmony with as defined by Al Faddl Gamal.⁽⁵⁾

Compatibility as Terminology:

- As **Mahmoud** says⁽⁶⁾: It is the ability of the individual to be in harmony with himself and his social environment in its different aspects which are familial, professional, economic, political and religious.
- As **Allen** says⁽⁷⁾: It is a psychology that enables man to understand his behaviour, ideas and feelings to a degree that permits him to draw a strategy to confront the demands and the pressure of daily life.
- **Ramadan** says⁽⁸⁾: The compatible person is that person who is capable of perception of the truth thoroughly which makes him accept the facts related to him even he does not like it.
- **Mostafa** says⁽⁹⁾: It is that dynamic operation by which the person expresses his behaviour to make a relation between him and the environment.
- **Abdel-Al Hamid** says⁽¹⁰⁾: It means the harmony with the environment that includes the power to fulfil most of the individual needs and achieve most of his biological and social demands therefore; it includes all the variants and changes in behaviour that are necessary to achieve harmony with the environment.

According to previous definitions, it is obvious that there is a clear difference between the scientists and the researchers as regards definition of compatibility, whereas, some definitions have focused on the personal psychological aspects, while others have focused upon the social aspect and harmony with the society also, the biological aspect was included.

Therefore, compatibility is an elite dynamic operation depends upon the perception of the importance of the harmony between the institution and individuals, so "compatibility" differs from "adaptation" which means that the person adapt himself with the conditions of the institution the works in it so he can achieve the institution objectives and also his personal objectives.

Also, "Compatibility" differs from "accommodation" which means training or changing the person to be in harmony with the institution in which he works.⁽¹¹⁾

(III) The Professional compatibility Concept:

- **Ibrahim** says⁽¹²⁾: It is the ability of the individual to adapt soundly and to be in harmony

- with his social as materialistic or professional environment or with himself.
- As **Rashid Says**⁽¹³⁾: It is a feeling of delight as a result of person's perception that his job fulfils important values.
 - **Zakia Says**⁽¹⁴⁾: It is the ability of the individual to make satisfactory social relations with who supervise him or work with him; it also includes the ability of the person to be in harmony with his social environment in its professional, economic and domestic aspects.
 - **Saeed Says**⁽¹⁵⁾: It is the ability of the individual to adapt and feel satisfied and has harmony with the professional environment.

From the previous definitions, it is noticed that many factors are included, some are related to the individual himself, his compatibility with his job which is reflected upon his professional success whether it is his professional behaviour or accomplishment of his work tasks, some are related to the importance of the harmony between him and his work community, whereas there is a continuous reaction between the person and his professional and social environment which is hard to be separated inside the work field.

Previous Studies:

There is no previous studies concerning the professional compatibility in the social work field, but there is only one study about psychological compatibility of social workers, therefore, the recent study is important as it deals with studying the professional compatibility of social workers through some of social work fields which is not desirable by social workers as elderly care field, special categories care field, industrial field and at last medical field.

Also, there are some studies about professional compatibility of some other professions not related to social work field.

(I) Orata Study⁽¹⁶⁾

“Recognition of the Problems of the Academic staff in teaching the Educational Curriculum at Ohio University and its Connection with the Professional Compatibility among them”

The study aimed at recognition of the academic staff problems, the specimen was composed of (150) members, the researcher has used the connective descriptive analytic curriculum, the result of the study was: the most annoying problem was the great number of the students which subsequently led to exhaustion of the staff, lowering the chances of teaching the whole curriculum effectively, also finding difficulty in true valuation of the students, the staff also found that some of the curricula are not compatible with the student's interest which have led to low grades in these subjects, at last the study clarified that the low scientific level of the students and their preparation at

high school do not help the academic staff at their job in developing the creative thinking or making them benefit from the high technology applications that will add to them after graduation.

(II) Zakia Study⁽¹⁷⁾

“The Psychological Compatibility of the Social Worker”

The study aimed at recognition of the psychological compatibility of social workers and its relation with (age – gender – marital state – experience – salary – period of work – supervision – relations).

The specimen was composed of a group of social workers and the researcher has applied the psychological compatibility parameter.

The results of the study are the following:

- There is a relation between gender, salary and the psychological compatibility of social workers.
- The assumption that it is expected that the level of the psychological compatibility of social workers is low proved to be wrong.
- There are differences with statistical evidences between the averages of degrees of psychological compatibility between male social workers and female social workers.

(III) Al Said Study⁽¹⁸⁾:

“The Emotional Intelligence and the Professional Compatibility of the Educator”

The aim of this study is directing the attention towards the educator to discuss the problems that lead to professional incompatibility and trying to solve these problems, and studying the emotional abilities that lead to individual success in the professions that serve the people, this would be achieved by making the educational environment suitable for the educator to be compatible and makes his best effort to achieve success.

The study specimen was formed from (360) educators males and females from secondary schools at Gharbia Governorate, the researcher used the professional compatibility parameter and emotional intelligence parameter.

The result of the study was the presence of statistical differences according to years of experience whereas, no differences in case of the educator speciality.

(IV) Maher Study⁽¹⁹⁾:

“The Professional Compatibility of the Nurses Working at Public Hospitals and its Relations with their Personality”

The study objective was to make a clear and general picture of the professional compatibility level of the nurses.

The study specimen was formed from (289) male and female nurses, the character parameter and the professional compatibility parameter were used.

The results of the study:

- The level of professional compatibility was low in general.
- Positive statistical relation between the nurses' compatibility and their characters.
- No statistical differences according to sex, educational qualifications or years of experience.

(V) **Abdullah** study⁽²⁰⁾:

“The Professional Compatibility and its Relations with Work Stress in Security Field”

The study objective was to recognize the level of professional compatibility and the level of work stress of the special emergency workers of the security organization. The specimen was formed from (400) officers, where two tools were used one for measuring the professional compatibility and the other to measure the work stress.

The study results:

- The level of professional compatibility was low and it was below average.
- Great difference in the level of job satisfaction.
- The level of work stress was average.

Theoretical Frame

The professional compatibility is one of the subjects that attracts the attention of researchers in the industrial psychology field, it is noticed that there is a great difference between the researchers concerning a definite definition, or specific theory or an example that can be followed to define and explain the dimensions of this concept, its importance emerges from the fact that professional compatibility is essential for the individual to achieve success and to have harmony and self satisfaction about what he is doing.

As regards, the nature of work, it affects the individual and his degree of compatibility, as long working hours, increased production, working fast, all these things cause a nervous and psychological pressure upon the individual, as the person needs to feel happy, satisfied and feeling secure about his future, also he needs to be respectable and having good relations with his superiors and colleagues, he also needs work suitable for his abilities and coincides with his attitudes, talents and desires.

The difference in the degree of professional compatibility between the workers is natural, this is because the difference in the salary of the individual, his relations with his colleagues, also his relations with his superiors, whereas this variables has different effects upon different individuals⁽²¹⁾.

The professional compatibility is conclusion of work elements like: The salary, work content, chances of promotion, supervision, team work, work hours, work conditions which the person wants to get, therefore, as long as the profession is satisfactory for

the individual, the contact of the individual with his profession becomes more.

Manifestations of Professional Compatibility:

First of all, professional satisfaction which is divided to two items, the first item is the total satisfaction and the second item which is the partial satisfaction, the measures of the total professional satisfaction will define the work manifestations that coincides with the individual's interests, among these manifestations are: increasing salaries, the institution evolution, popularity of the individual, the perfect use of the individual's capabilities.⁽²²⁾

We can prove that the professional compatibility does exist through two elements:

First element: Professional Compatibility:

It includes the overall satisfaction about the work and its different aspects including the supervision, colleagues, the institution, the work conditions, hours of work, the salary, type of work; it also includes the individual's ambitions and his professional abilities.

Second Element: Gratifying:

It is reflected through the individual's production, the way he appreciates his supervisor and his colleagues, the institution in which the works, it is also negatively reflected from his absence or being late at work, his ability to stay at work for a satisfactory period.⁽²³⁾

Manifestations of Professional Incompatibility:

- Decrease in production both in quantity and quality.
- Increase accidents and mistakes.
- Increase absence, moving from job to another.
- Disinterest and being lazy.
- Increase of the problems between the individual and his colleagues and superiors.
- Increase of complains.
- Disobeying of orders and instructions.

The professional incompatibility arises from either personal factors related to the individual himself as decrease in his effort, his training, his psychological health, or factors related to the social and materialistic environment.

The Factors that Lead to Profession Incompatibility:

The most significant factor is disability of the individual to work in a boring monotonous work that does not coincide with his abilities.

There is another factor which is the weakness of the social organization and the internal personal relations between the individuals in the institution which lead to lack of communication and co-operation.

Factors Affecting the Professional Compatibility:

1-Civilized and Technological Factors:

Technology has a direct effect upon the individual where the need for hand work is diminished; also it affects the rural areas which are changed to industrial areas.

2-Personal Factors:

A-The Health Condition:

It depends upon physiological basis, as any defect in physical condition leads to defect in its functions; also it may extend and also leads to psychological defect.

B-The Psychological Condition:

It includes emotions, anxiety, conflicts and frustration.

C-The personal traits:

The individual desires, ambitions, abilities and his conscious and subconscious troubles⁽²⁴⁾.

The researcher finds that the morals and the prevalent values among the individuals inside the institute. “**The behavioural pattern of love and hate**” may affect the professional compatibility of the individual to a great extent.

Compatibility Fields:

There are many fields of compatibility, due to the nature of the relation between the individual and the environment, which arises from the continuous change between the individual and the environment to reach a state of compatibility and harmony, among these fields are the following:

1-The Personal Compatibility:

It includes self happiness and self satisfaction that fulfil the motives and the internal needs, the primitive, the natural, the physical, the secondary and the acquired; it also includes the compatibility to different evolution needs.

Also, personal compatibility is represented in a group of different responses which implies individual happiness and his feeling of personal security, it also implies that the person has harmony with himself; also it includes the individual’s psychological life that is free of conflicts and irritability that is close to feeling of guilt and anxiety.

2-The Social Compatibility:

It includes feeling happiness with others, being committed to social morals, obeying the social rules, accepting the social change and the sound social reaction, working for the group benefit, also marital happiness, all of the previous will lead to “social health.”⁽²⁵⁾

3-The Mental Compatibility:

The elements of mental compatibility are: perception, education, memory, thinking and intelligence, the mental compatibility is achieved by the cooperation of all previous elements together.

4-The Religious Compatibility:

The religious side is part of the psychological composition of the individual, there is no doubt that

the religious compatibility is achieved by true faith as religion is of deep effect in personal integration and equilibrium, the religion satisfies the need of man to feel safe and secure and if the person fails to adhere to this support, his compatibility becomes distorted and he becomes more anxious.

5-The Familial Compatibility:

It includes the familial happiness which is represented in familial stability, the ability of the individual to achieve the family demands, the healthy and sound relations between the parents and between them and their children, where love, trust, respect are the basis of their relations, it is also extended to include the relations with the relatives and the ability to solve all the familial problems.

6-The Amusement Compatibility:

It means the ability of the person to be relieved temporarily from the work pressure and its responsibilities outside the place of work, it also includes the free investment of time, also the practice of free behaviour which makes the person enjoys his hobbies so the person can feel relaxation and self happiness, there are examples of people who are chased by their work responsibilities during day and night, even in their vacations like doctors, professors, those people are liable to amusement incompatibility, so they may come back to their works less active which hinders them from achieving professional compatibility⁽²⁶⁾.

7-The Professional Compatibility:

It includes being satisfied with work and making others satisfied, it is represented by the suitable choice of the profession according to self satisfaction and ability, preparing to it scientifically, make good training to achieve the efficiency for the job and achieve success⁽²⁷⁾.

It also implies the compatibility of the individual to different environmental factors surrounding his job and his compatibility with the changes that may influence his work with time, also the individual’s compatibility with his colleagues, with the demands of the work and its conditions and his compatibility with his own abilities.

8-The Economic Compatibility:

The increase and the decrease in one’s abilities cause deep trouble in his methods of compatibility, achieving contentment plays an important role in determining whether the individual is satisfied or frustrated, if contentment is low the individual feels frustrated and if it is high he feels satisfied.

The researcher finds that the compatibility fields are connected together with each other and it is hard to be separated because the person reacts with the environment totally.

The Compatibility Features:

1-Compatibility is a total process

It means that the person is one unit regarding his relation with the environment meaning that the compatibility does not include the outer behaviour regardless the emotional experiences of the individual.

2-Compatibility is an Evolutional and Developmental Process:

It means that we should consider the individual needs, his emotions and motives through all the stages of growth, it is also achieved by the development of the simple objectives to much more complicated objectives, it is also achieved by the development of self to subject.

3-Compatibility is Functional Process:

It means that the compatibility includes the function of returning of the equilibrium or decreasing the irritability that emerge from the power conflict between self and subject, it also includes the psychological health field, achieving the self-abilities to achieve the human presence in the world.

4-Compatibility is Dynamic Process:

It means that the compatibility depends upon power conflict i.e. the conflict between self and subject, in a continuous chain, and every conflict ends in a result called compatibility sometimes and other times called incompatibility.

5-Compatibility is an Economic Process:

The compatibility saves part of the psychological energy that is supplied from the conflict between different forces.

It is an economic process of the psychological energy of person which is affected by environmental and physical circumstances around him.

6-Compatibility is a Relative Process:

There is nothing known as complete compatibility except death, as complete compatibility leads to a degree of the standstill which leads to death, as compatibility is relative regarding the time, the place and the condition.⁽²⁸⁾

From the previous features of compatibility:

- Compatibility represents all aspects of life not one aspect only.
- The individual may be compatible at a certain period of his life and not all the time, there is no what is known as complete compatibility.
- The individual's total reaction with his environment leads to compatibility.
- Balance leads to sound psychological health of the individual and conquers conflicts and depression.

Field Study

Field Study Procedures:

The researcher used the questionnaire as it is the most suitable tool for field study, specially, the members of the specimen are educated, and the essential conditions of the form of the questionnaire are the following:

- 1- The form should be short as possible so as not to exhaust the person and the answers should be at a satisfactory degree of honesty and stability.
- 2- The questions should be defined and does not need long answers and the phrases should be expressive.
- 3- The questions should be easy with known vocabulary so as not to have two different means.
- 4- The questions should be graduated to increase the interest of the persons answering it, graduation of the questions should be from easy to more complicated ones⁽²⁹⁾.

The Questionnaire Form Contents:

The form was designed to recognize the relation between the social institutions and the professional compatibility of social workers.

The form contains three dimensions:

- First Dimension: (nature and condition of the work environment) which contain (14) phrases.
- Second Dimension: (the factors related to materialistic aspects) which contain (8) phrases.
- Third Dimension: (social factors) which contain (7) phrases.

Honesty of the Questionnaire:

After preparation of the primitive form of the tool, it was introduced to a group of specialized juries in social work, psychology and sociology to be certain that the form is suitable for the required objective, also to be sure that the questions are clear and expressive.

The opinions of the juries were applied to the questionnaire and it was modified according to their instructions. Therefore, (5) phrases were omitted, and the final form was composed of (29) phrases.

The researcher depends upon the apparent honesty of the questionnaire; it means the general appearance of evaluation tool or its outer form regarding types of words, its formation and its clarity⁽³⁰⁾.

Stability of Questionnaire:

To verify the stability of the questionnaire, it was reapplied upon a group of the total specimen about (15) social worker, three weeks apart, after elimination of incomplete forms, the correlation coefficient was calculated and it was (0.87), it means that the stability of the form equals (0.87) which is an indication of high degree of stability though using the following equation:

Pearson Correlation Coefficient

$$R = \frac{n \sum x_i y_i - \sum x_i \sum y_i}{\sqrt{[n \sum x_i^2 - (\sum x_i)^2] [n \sum y_i^2 - (\sum y_i)^2]}}$$

R = correlation coefficient.

n = number of the sample.

x_i = degree in first application.

y_i = degree in second application.

The Research Sample:

The sample was composed of (40) social workers, working from 3-7 years, (with an average 5 years experience) in social institutions in Cairo.

Table (1): Total Number of the Sample and Number of Every Field in the Study

Field	Number
Social institutions that work in the elderly care field	10
Social institutions that work in the special categories care field	10
Social institutions that work in the industrial field	10
Social institution that work in the medical field	10
Total	40

Following the field study, the statistics of the results were done by gathering the answers, making schedules for answers and arranging it until a specific

number of repetitions were obtained and calculating the percentage in relation to the total number of the sample.

Table (2) Arithmetic Average and Standard Deviation of Extent of Professional Compatibility among Social Workers in the Field of Elderly Care

Compatibility Dimensions	Average	Standard deviation
First Dimension (Nature of the work environment)	49.15	6.03
Second Dimension (Benefits)	47.88	5.81
Third Dimension (social aspect)	46.18	4.56

From table (2) there is distortion of the standard deviation related to the three compatibility dimensions.

The conclusion: there is a professional compatibility among social workers in the elderly care field.

Table (3): Arithmetic Average and Standard Deviation of Extent of Professional Compatibility among Social Workers in the Field of Special Categories Care.

Compatibility Dimensions	Average	Standard deviation
First Dimension (Nature of the work environment)	10.44	3.37
Second Dimension (Benefits)	27.88	5.81
Third Dimension (social aspect)	12.41	3.54

From table (3) there is no distortion of the standard deviation related to first and third dimension but there is distortion of standard deviation related to second dimension (benefits)

Conclusion: there is no professional compatibility among social workers in the field of special categories.

Table (4): Arithmetic Average and Standard Deviation of Extent of Professional Compatibility among Social Workers in the Industrial Field

Compatibility Dimensions	Average	Standard deviation
First Dimension (Nature of the work environment)	12.18	3.64
Second Dimension (Benefits)	14.12	3.81
Third Dimension (social aspect)	14.27	3.83

From table (4), there is no distortion of standard deviation related to the three dimensions.

Conclusion: there is no professional compatibility among social workers in the industrial field.

Table (5): Arithmetic Average and Standard Deviation of Extent of Professional Compatibility among Social Workers in the Medical Field

Compatibility Dimensions	Average	Standard deviation
First Dimension (Nature of the work environment)	11.03	3.33
Second Dimension (Benefits)	13.16	3.94
Third Dimension (social aspect)	11.63	3.44

From table (5), there is no professional compatibility among social workers in the medical field because there is no distortion of standard deviation related to the three dimensions mentioned above.

All the previous results were obtained by calculating the arithmetic averages and standard deviation coefficient. And to verify the meaning of

previous results and representing it statistically, the correlation coefficient was calculated; also t-test was applied according to the following equation.

$$T = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

r = correlation coefficient

n = number of cases

Table (6): Value of t According to Professional Compatibility of Social Workers in Elderly Care Field

Dimensions of Compatibility	Value of t
First Dimension (Nature of work environment)	4.83**
Second Dimension (Benefits)	4.18**
Third Dimension (Social)	3.16**

** Function at level 0.01

From table (6) there is a statistical evidence of the three dimensions of compatibility at level 99%

This compatibility especially in this field because the problems of the elderly are confined and it is common problems as feeding problems especially most of them suffer from chronic diseases as hypertension, diabetes, atherosclerosis that demand a particular food stuff which is not accepted by old persons. Rarely, some individual problems take place as depression which demands a psychologist. In our society, old people have an elite

situation and their families have great respect, care and appreciation to them according to religious and traditional values.

Therefore, **social worker** translates these religious and traditional values into a human sacred duty which is represented by his work in the field of elderly care. The goal of the social worker is to develop his performance in this field and tries hard to make the life of elder people comfortable, happy and feel their humanity.

Table (7): Value of t According to Professional Compatibility of Social Workers in Special Categories Care Field

Dimensions of Compatibility	Value of t
First Dimension (Nature of work environment)	1.48
Second Dimension (Benefits)	2.73•
Third Dimension (Social aspect)	1.19

• Functional at level 0.05

From table (7) there is no statistical evidence of professional compatibility of social workers in the field of special categories care. This is due to the nature of work environment and the difficulty in dealing with special categories.

Whereas, most of disabilities need high level of patience, understanding and satisfactory dealing with the problems of special categories especially the young, moreover, every case needs a specific care

and needs special demands which may cause exhaustion of the social worker and sometimes, some cases may need a psychotherapist.

As regards benefits, professional compatibility in this field, there is statistical evidence at level of 95%, which may be due to lack of opportunities at other fields of social work that makes the social worker accept working in this field because he needs money especially if he is married and have kids.

Table (8): Value of t According to Professional Compatibility of Social Workers in the Industrial Field

Dimensions of Compatibility	Value of t
First Dimension (Nature of work environment)	1.39
Second Dimension (Benefits)	1.11
Third Dimension (Social)	1.01

From table (8) there is no statistical evidence according to professional compatibility of social workers in the industrial field. This result may be due

to the fact that the work in this field implies working at very distant places in the new communities which may be an obstacle for the social workers.

Table (9): Value of t According to Professional Compatibility of Social Workers in Medical Field

Dimensions of Compatibility	-t- Value
First Dimension (Nature of work environment)	1.28
Second Dimension (Benefits)	1.19
Third Dimension (Social)	1.06

From table (9), there is no statistical evidence of professional compatibility of social workers in the medical field.

The reasons are: Doctors, managers, nurses and the patients do not really recognize the role of social workers in this field; moreover, social workers have not enough facilities to do their jobs effectively.

Add to the previous, the negative attitudes towards social workers and social work in general, also lack of information that emphasize the role of medical social worker towards the patients.

Another reason: medical field is not much a desirable field among social workers because they may be afraid of being infected by the patients while studying their cases.

The Questionnaire of Professional Compatibility among Social Workers

No	Phrase	Yes	No
First Dimension (Nature and Conditions of the Work Environment):			
1	I believe that work duties are limited.		
2	Work hours are suitable for me.		
3	I feel safe and secured at work.		
4	My work with clients in the institution is hard.		
5	I am suffering due to heavy paper work.		
6	There is noise at my work.		
7	I feel that my managers respect me.		
8	Managers appreciate my professional opinions and suggestions.		
9	Managers appreciate my high performance of my work.		
10	Managers accept the constructive criticism.		
11	Co-operation and co-ordination with colleagues help to achieve the work.		
12	I feel bad when time is consumed in solving problems of the clients.		
13	I feel bad when my work with the clients is not fruitful.		
14	I feel bad due to extreme negligence of some clients at the institution.		
Second Dimension (Benefits):			
15	My salary is suitable considering the importance of my work.		
16	I feel bad as I cannot save any money from my salary.		
17	I feel bad because there is no increase in salary.		
18	My salary is suitable for my scientific degree.		
19	I am suffering because there is no plan for promotion in the institution.		
20	I think I would quit and look for another job.		
21	I believe that efficiency and doing the work honestly are necessary for promotion.		
22	There is a chance of travelling to Arab Countries in social work profession.		
23			
Third Dimension (Social Aspect):			
24	Social worker profession is important because it deals with solving the problems of society.		
	Social work profession is very effective in the local community.		
25	Social worker is considered to be a social leader and director in the society.		
Fourth Dimension (Social Aspect):			
26	Social work is important as any other profession and it deals with humanity.		
27	The objective of social worker is human development.		
28	Social worker profession is a sacred duty and it deserves devotion of persons working in it.		
29	Social work field is full of motion and activity.		

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2/19/2014