



LLP/LdV/TOI/10/IT/551



Education and Culture DG

Lifelong Learning Programme

TOOL . 2

"SURVEY ON THE ORGANIZATIONAL, OCCUPATIONAL AND WORK SOCIALIZATION" (Tool + usage protocol)

Section 1. Personal data, Origin, School Certification and Worker's social net of relations

1.1. Sex: Male Female

1.2. Age:

- less than 20 years old
- from 21 to 35 years old
- from 36 to 50 years old
- over 50

1.3 How long have you studied in your country?

- less than 5 years
- from 5 to 8 years
- from 8 to 13 years
- over 13 years

1.4 Do you have a school certification that is recognized by law in Italy?

- yes no

1.5. If yes, which Italian certification could it correspond to?

- none
- compulsory school attendance certification or equivalent
- vocational qualification or high school diploma
- university degree or equivalent

1.6. Nationality of origin (geographical origin¹: (to be filled in only by foreign workers²))

<input type="checkbox"/>	Morocco
<input type="checkbox"/>	Albania
<input type="checkbox"/>	Romania
<input type="checkbox"/>	Tunisia
<input type="checkbox"/>	Ukraine
<input type="checkbox"/>	China, People's Rep.
<input type="checkbox"/>	Moldova
<input type="checkbox"/>	India
<input type="checkbox"/>	Pakistan
<input type="checkbox"/>	Poland
<input type="checkbox"/>	The Philippines
<input type="checkbox"/>	Ghana
<input type="checkbox"/>	Macedonia
<input type="checkbox"/>	Senegal
<input type="checkbox"/>	Nigeria
<input type="checkbox"/>	Bangladesh
<input type="checkbox"/>	Serbia e Montenegro
<input type="checkbox"/>	Sri Lanka
<input type="checkbox"/>	Bulgaria
<input type="checkbox"/>	Turkey
<input type="checkbox"/>	Other country:

1.7. Length of stay in Italy (to be filled in only by foreign workers)

- less than 1 year
- from 1 to 5 years
- over 5 years

¹ The 20 first nationalities of foreigners living in Emilia Romagna on 1.1.2009 [source: Caritas/Migrantes report 2009] have been selected and listed here.

² With the term "foreign workers" we intend those individuals who were born abroad and are employed in enterprises of the Emilia Romagna territory

1.8. Network of social relationships: description of the prevailing social ties (A+B+C+D+E) (to be filled in only by foreign workers)

A	My family and relatives are	<input type="checkbox"/>	Exclusively of the same nationality	<input type="checkbox"/>	Predominantly of the same nationality	<input type="checkbox"/>	Also of other nationalities
B	My friends (those I usually go out with in my free time) are	<input type="checkbox"/>	Exclusively of the same nationality	<input type="checkbox"/>	Predominantly of the same nationality	<input type="checkbox"/>	Also of other nationalities
C	My workmates (team, group, shift mates, people who have the same job I have but in other companies) are	<input type="checkbox"/>	Exclusively of the same nationality	<input type="checkbox"/>	Predominantly of the same nationality	<input type="checkbox"/>	Also of other nationalities
D	My acquaintances (neighbours, my children's friends' parents..) are	<input type="checkbox"/>	Exclusively of the same nationality	<input type="checkbox"/>	Predominantly of the same nationality	<input type="checkbox"/>	Also of other nationalities
E	My group of reference (religious community, sport group, voluntary organization, etc..) is	<input type="checkbox"/>	Exclusively of the same nationality	<input type="checkbox"/>	Predominantly of the same nationality	<input type="checkbox"/>	Also of other nationalities

Section 2. Socialization in the workplace (information seeking for the present occupation held)

2.1. Informal job seeking strategies of the present occupation held (how I knew about the possibility to get a job at the company)

I proactively asked for information to:	YES	My family and parents	YES	My friends	YES	My workmates employed in other companies)	YES	My acquaintances	YES	My group of reference
	NO		NO		NO		NO		NO	
I got information (I was called and informed about this job opportunity) by:	YES	My family and parents	YES	My friends	YES	My workmates employed in other companies)	YES	miei conoscenti	YES	My group of reference
	NO		NO		NO		NO		NO	
I simply did as everybody does:	YES	My family and parents	YES	My friends	YES	My workmates employed in other companies)	YES	miei conoscenti	YES	My group of reference
	NO		NO		NO		NO		NO	

2.2. Formal job seeking strategies of the present occupation held (how I knew about the possibility to get a job at the company)

I proactively asked for information to:	YES	Temporary employment agencies	YES	Public institutions (e.g. Council offices) and job services (employment agencies)	YES	Organizations for the social and occupational integration of foreign workers in Italy	YES	Trade unions and employers' organizations
	NO		NO		NO		NO	
I got information (I was called and informed about this job opportunity) by:	YES	Temporary employment agencies	YES	Public institutions (e.g. Council offices) and job services (employment agencies)	YES	Organizations for the social and occupational integration of foreign workers in Italy	YES	Trade unions and employers' organizations
	NO		NO		NO		NO	

Usage protocol for the processing of data (for the use of researchers)

The socialization in the workplace is defined as the dynamic activation, on the part of the worker, of processes of networks of relationships with the aim of looking for information that may help to find a job. Both informal (§ 2.1) and formal/institutional relationships (§ 2.2) are taken into account.

The ethnic or non-ethnic connotation of informal relationships derives from the positioning that the single worker gets in § 1.6.

The validation or non validation of the research hypothesis 1 is obtained by comparing research strategies of foreign workers who are included in networks of ethnically connoted social relations with the strategies of Italian and foreign workers who are included in networks of social relations that are NOT ethnically connoted.

The pursuit of INFORMAL research strategies only on the part of foreign workers belonging to ethnically connoted networks is evaluated as consistent (that is, necessary condition) with the CONFIRMATION of research hypothesis 1.

The pursuit of only PASSIVE formal research strategies on the part of foreign workers belonging to networks of ethnically connoted relationships is evaluated as consistent (that is, necessary condition) with the CONFIRMATION of research hypothesis 1.

The pursuit of formal ACTIVE research strategies on the part of foreign workers belonging to networks of ethnically connoted relationships is evaluated as consistent with the DISCONFIRMATION of research hypothesis 1.

The pursuit of only INFORMAL research strategies on the part of Italian or foreign workers belonging to networks of NON ethnically connoted social relationships is evaluated as consistent with the DISCONFIRMATION of research hypothesis 1.

The pursuit of only PASSIVE formal research strategies on the part of Italian or foreign workers belonging to networks of NON ethnically connoted social relationships is evaluated as consistent with the DISCONFIRMATION of research hypothesis 1.

The pursuit of ACTIVE formal research strategies on the part of Italian or foreign workers belonging to networks of NON ethnically connoted social relationships is evaluated as consistent with (but it is not a sufficient condition) with the CONFIRMATION of research hypothesis 1.

Section 3. Occupational socialization: interpretation of the role and personal change/involvement

3.1 Motivation to work: agreement and disagreement about the different types of change looked for through occupation³

A. In my opinion a job is useful to get the money that are necessary to live (food, house, etc..)	-1 I disagree	-2 I agree in part	-3 I fully agree
B. In my opinion a job is useful to ensure safety and stability for the future (safety)	-1 I disagree	-2 I agree in part	-3 I fully agree
C. My job allows me to fulfill the hopes that my parents have set on me.	0/1 I disagree	0/1 I agree in part	0/1 I fully agree
D. My job makes me feel part of a group and sharing the same practices makes me feel similar to my workmates (group, community)	0/1 I disagree	0/1 I agree in part	0/1 I fully agree
E. My job allows me to develop my skills and see them recognized by others (confidence, prestige, success)	+1 I disagree	+2 I agree in part	+3 I fully agree
F. I can fulfill my aspirations and satisfy my potential (interests, career)	+1 I disagree	+2 I agree in part	+3 I fully agree

³ The degree of personal change is a consequence of occupational socialization and it grows progressively from A to E. In particular: A, B = "low" change; C-D = "neutrality" (referable to "repetition" in case of participation to a community of ethnical connoted practice – that is, in this case a 0 score is given, where point 1.8 highlights ethnical connoted community, and to "exploration" in case of participation to a community of non-ethnical connoted practices – that is a 1 score is given where point 1.8 highlights non-ethnical connoted practice); E-F "high" change.

3.2. Job involvement: agreement or disagreement on the importance given to different forms of involvement⁴

A. I do my job at the best of my possibilities because I can obtain the result that is requested from me	-1 I disagree	-2 I agree in part	-3 I fully agree
B. I do my job at the best of my possibilities because I can share habits and behaviours with my colleagues	0/1 I disagree	0/1 I agree in part	0/1 I fully agree
C. I do my job at the best of my possibilities because I can live my job adjusting it to my personal beliefs and inclinations	+1 I disagree	+2 I agree in part	+3 I fully agree

⁴ The degree of personal involvement is a consequence of occupational socialization and it grows progressively from A to C. In particular: A = "low" involvement; B = "neutrality" (referable to "repetition" in case of participation to a community of ethnical connoted practice – that is, in this case a 0 score is given, where point 1.8 highlights ethnical connoted community, and to "exploration" in case of participation to a community of non-ethnical connoted practices – that is a 1 score is given where point 1.8 highlights non-ethnical connoted practice); C "high" involvement.

Usage protocol for the processing of data (for the use of researchers)

The occupational socialization is defined as the combination achieved at personal level of: a) acquired change (or satisfied need) by means of one's job and b) the involvement achieved in the work practice. The results of the socialization can be classified within the following matrix:

Degree of personal change associated to one's job	high	EXPLORATION (within an ethnically connoted community of practice)	INTEGRATION
	low	DETERMINATION	REPETITION (within an ethnically connoted community of practice)
		low	high
Degree of involvement in one's job			

To determine the degree of change /involvement, the degree of agreement of the interviewed people are calculated with respect to the different significant items:

- the degrees of agreement with low significant items of change/involvement are calculated as negative (low = -);
- the degrees of agreement with high significant items of change/involvement are calculated as positive (high = +).

The overall level of change /involvement is the result of the algebraic sum of the negative and positive values: > 0 results indicate high levels; < 0 results indicate low levels.

The neutrality of some items implies their neutralization in the final calculation. However, all the answers to these items (C of change; B of involvement) may be useful as control where mixed levels (high/low) of involvement and change are profiled. High degrees of agreement (3) confirm the significance of the result in terms of repetition and exploration (according to the ethnical or non-ethnical connotation of the community of practice, therefore see section 1, § 1.6 social network, item C), low degrees of agreement (1) disconfirm it.

Hence, to the end of the validation or non-validation of research hypothesis 2:

- foreign workers (employed in Italian companies) belonging to ethnically connoted networks of social relations that pursue occupational socialization strategies characterized by DETERMINATION or REPETITION CONFIRM hypothesis 2
- foreign workers (employed in Italian companies) belonging to ethnically connoted networks of social relations that pursue occupational socialization strategies characterized by INTEGRATION or EXPLORATION DISCONFIRM hypothesis 2
- Italian or foreign workers belonging to NON ethnically connoted networks of social relations pursuing occupational socialization strategies that are basically congruent with those of workers who belong to ethnically connoted networks of social relations, MAKE the hypothesis of correlating the belonging to ethnical network to the behaviour of occupational socialization NON SIGNIFICANT.

Section 4. Organizational socialization: interpretation of role and sense of belonging

4.1 Sense of belonging: agreement or disagreement on the different forms of institutional socialization

I do my job well because I respect all the formal indications that I am given by the company management	-1 I disagree	0 I agree in part	+1 I fully agree
I do my job well because I can organize it in the way it was established beforehand and repeating the same operations over and over	-1 I disagree	0 I agree in part	+1 I fully agree
I do my job well because the company recognizes it as a well done job	-1 I disagree	0 I agree in part	+1 I fully agree

4.1 Sense of belonging: agreement or disagreement on the different forms of individual socialization

I do my job well because I go beyond the tasks assigned	-1 I disagree	0 I agree in part	+1 I fully agree
I do my job well because sometimes I can originally and personally innovate its practices	-1 I disagree	0 I agree in part	+1 I fully agree
I do my job well even though the company does not recognize my original contribution	-1 I disagree	0 I agree in part	+1 I fully agree

Usage protocol for the processing of data (for the use of researchers)

The organizational socialization is defined as the combination of: a) institutional integration and b) individual autonomy. The results of socialization can be classified within the following matrix:

Degree of institutional integration	High (>0)	ULTRA-SOCIALIZED	INNOVATIVE
	Low (<0)	NON SOCIALIZED	INDIVIDUALIST
		Low (<0)	High (>0)
Degree of individual autonomy			

Hence, to the end of the validation or non-validation of research hypothesis 3:

- foreign workers (employed in Italian companies) belonging to ethnically connoted networks of social relations that pursue occupational socialization strategies characterized by NON SOCIALIZATION or INDIVIDUALISM CONFIRM hypothesis 3
- foreign workers (employed in Italian companies) belonging to ethnically connoted networks of social relations that pursue occupational socialization strategies characterized by ULTRA-SOCIALIZATION or INNOVATION DISCONFIRM hypothesis 3
- Italian or foreign workers (employed in Italian companies) belonging to NON ethnically connoted networks of social relations pursuing occupational socialization strategies that are basically congruent with those of workers who belong to ethnically connoted networks of social relations, MAKE the hypothesis of correlating the belonging to ethnical network to the behaviour of occupational socialization NON SIGNIFICANT.