The Role of Administration in Promoting Responsibility and Values for Employees in the Social Sector in Jeddah: A Pilot Study

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Abstract- Social work has evolved over the years creating a need for the organizations to adjust their operations in order to mirror the changing social needs. In social work, clients have diverse needs and are often exposed to a different set of environments that must be considered when coming up with the strategies to fulfill the client's needs. There are different components of social work with different roles and responsibilities structured in order to meet the client's needs. In this study inspects the role of administration in promoting responsibility and values for employees in the social sector in Jeddah. Primary data was gathered using a simple random sampling technique; in view of this sampling method, questionnaires were self-managed in Jeddah, Saudi Arabia. Out of 70 surveys that were distributed, 65 properly finished were used for the analyses performed for this examination. Statistical Package for Social Sciences (SPSS) programming was used to analyze the data gathered to determine the relationships between Social work administration and promoting values and responsibilities among social work employees. The outcomes uncover that all independent variables used in this study positively important in promoting values and responsibilities among social work employees. In light of these findings, implications of the study, recommendations, and proposals for future research were discussed.

Keywords: social work, social worker, social worker administration, and the employee’s responsibility.

I. INTRODUCTION

Social workers have the responsibility of improving the wellbeing of society. This is by coming up with services and programs that help in meeting the specific group human needs and in the process help in improving their way of life. Societies often face a wide range of challenges and require other parties to intervene and help in improving their lives. The focus of social work, therefore, revolves around providing support to the oppressed and the poor in the community which in the process helps in empowering them. Therefore, the key towards the success of the social work is the emphasis on the wellbeing of the individual’s by making sure that their needs have been met. Protecting the most vulnerable group in the society is essential as but helps in empowering them and in making sure that they are able to meet their long-term needs.

Webber, (2018) points out that when addressing social injustices in the community, the social worker should be able to come up with innovative strategies to incorporate aspects such as the ethnic diversity, values, and cultures, especially when faced with a multicultural environment.

Due to the complexity in managing social work and addressing the needs of the society, companies often come up with measures such as incorporating social administrators to help in making sure the social worker’s needs have been met. The responsibility of the social worker administrators is to ensure that different situations have been analyzed, social workers have been educated, and conducting training and development and coming up with policies to ensure that the goals set have been successful. Therefore, the role of the social workers is to ensure that the measures that have been put in place have the capacity to improve their effectiveness when delivering the services to the society.

The humanitarian and democratic ideals have been the primary driving force towards the development and the spread of social work. Due to challenges that the marginalized and poor in the society faced it was essential to come up with measures to help in uplifting them and also to cultivate a culture of equality in the process. Through this, social workers help in maintaining the dignity of people and in making sure that the inequalities faced were minimized in the long run. One of the fundamental operating principles of the social workers is establishing a platform where human needs have been met and at the same time promoting social justice (IFSW, 2012).

Tsui & Cheung, (2009) pinpoints that the role of the social work administrators is to ensure that the values and the norms within the society have been adhered to. As a result, the administrators, in this case, should comprehend the individual role that they play in society and how this impacts the society in general. The administrators, in this case, should be in making sure that they can adhere to the social values and the motivation behind the social values which at times may be a challenge. This helps the administrators in making sure that they are able to adhere to the set roles and responsibilities and in the long run have the capacity to address the needs of the social workers and that of the public. The role of the social worker administrators is to ensure that there is fluidity in the social work and the goals set has been achieved in the long run.
The social worker’s significant role is to execute the field operations, and it is the responsibilities of the social worker administrator to ensure that their activities are a success. Due to the knowledge at their disposal, the social worker administrators have the capacity to execute the training sessions, therefore, equipping the employees with the capacity to handle social worker issues on a daily basis.

Therefore, the roles and the responsibilities of the social worker administrator’s is vital as it helps in facilitating the success of the social work due to their expertise and the position they hold in the organization.

One of the critical concerns in regards to the social work is the contribution of the organization and the need to balance between the revenues generated and the contribution towards the wellness of the society. However, putting in place a qualified social work administrator is essential as it helps in shaping the direction that the institution is likely to take in regard to social work and the probability of its success in the long run. The social workers often require support to help in managing the social work programs, designing those programs as well as establishing the budget which is essential in social work. The study examined the following research questions:

1. What role does administration play to promote responsibility and values of management and social workers?

The study also developed the following null hypothesis:

1. H0: Social work administration is not important in promoting values and responsibilities among social work employees
2. H1: Social work administration is essential in promoting values and responsibilities among social work employees

II. LITERATURE REVIEW

2.1 Values

Values are essential in any organizations as it provides the guidance and the foundation for the long-term success and determines the behaviors of the institution. Cunningham and Reich, (2009) indicate that values and ethics go hand in hand since they help in detailing the code of behavior that individuals should follow in any environment. This shows the importance of values in any institution as it provides the necessary direction that should be followed by the individuals or any institution. Every institution has measures in place that provide guidance to the employees and all the stakeholders. Therefore, values help in providing the acceptable code of conduct to the employees who in the long run help in cultivating the culture of success in any institution.

Values such as kindness, influence, honesty, wisdom, trustworthiness, success, security, responsibility, reputation, peace, openness, meaningful work, loyalty, leadership, knowledge, justice, growth, creativity, community, and achievement among others. The values, therefore, are essential in the social work and influencing the decisions undertaken by the company management in regards to how the activities of the company have been executed. Maintaining a healthy and a well-functioning workforce is important as it helps in making sure that the organization is able to establish a responsible workforce is a long run. Having a well distinct and clear direction helps in making sure that organizations are able to succeed when carrying out social activities. Malbašić and Brčić, (2011) indicate values that has been integrated into the company operations are vital since they help in shaping every operation of the company. The motivating and driving factor, in this case, is the need to ensure that the strategies that have been employed have the capacity to fuel growth and cultivate successful operations in the long run. This idea is further supported by Tocquigny, (2012) who indicates that absence of values is the downfall of the company as it may lead to a conflict between employees, individuals’ goals and the organizational success. It is therefore essential to ensure that an institution remains operational in the long run and that it follows the right values which in turn helps in facilitating the success of organization operations. According to Cohen, and Prusak, (2001) employees often function well if they are able to follow a distinct direction and they have comprehensive support of the organization

2.2 Social work and social workers

Social workers have played a key role in transforming the society and in laying the foundation where the welfare of the needy has been catered for. Social work has evolved over the years, and it has received more emphasis from the scholars and the private and public institutions. Forenza & Eckert (2018) observe that social work is the practice of helping individuals, families, and social groups to acquire certain needs and goal. As a result, the focus of the social workers is to lay the foundation was needy in the society have been catered for. Seller, (2016) indicates that social work deals with the concept that focuses on the need to improve the overall wellbeing and improve the social functioning of the communities, groups, families, and individuals. Even though is the case the focus on social values and safeguarding the wellbeing of the society often face a challenge particularly in sustaining the operations of the social work. Tsui and Cheung, (2009) pinpoint that the success of the social work has resulted from the determination of the individuals involved but at times lack of financial resources, and manpower largely derails their operations.

According to Seller, (2016) social work is based on the macro work or micro work which is structured based on the scale of the operations. Therefore, in social work, people can, therefore, work in groups or as individuals. The origin of the social work can be associated with the practice of grassroots operations where individuals within the society join hands to help the needy which in the process gave rise to the charitable philanthropy activities. Gajowniczek, (2017) indicates that engaging in charity work requires individuals who are motivated on improving the wellbeing of the individuals or
the society. In the past, most of the social work was carried out by the individuals, and non-governmental organizations. However, the changes in business dynamics and the evolution of the concept of corporate social responsibilities have encouraged companies to be more involved in social work, and the process improves the wellbeing of society. Gao and Yan, (2015) support this notion, and further notes that business dynamics have changed as the involvement in social work is beneficial to the company as well as to society. Business often profits from a positive reputation that it often creates which can be incorporated as a part of the company marketing initiatives. Religious organizations and the private charities were the main driving force towards the establishment of the social work and therefore laid the groundwork for the success of the social work. Therefore, engaging in social work is a way of empowering need and vulnerable groups in society.

Watson and Hoefer, (2014) recognize the importance of ethics and skills in social work since it helps in identifying the society needs and, in the process, develop ways to satisfy those needs. The same concept is shared by the Bachman et al. (2017) who observes that although social work requires unique sets of skills, the ultimate mission is always to drive social justice, and hence professionals tasked with this mission must possess certain values and responsibilities. This shows the importance of professionalism in social work and the need to ensure that all Social work is the practice where individuals or group of people often comes up with the initiatives to assist those in need.

As a result, the social workers have the capacity of analyzing different situations faced by the individuals or the society and in the process coming up with ways to handle those issues.

Gherardi and Whittlesey-Jerome, (2018) indicate that social work includes providing financial support, educating the society or the individuals, providing therapy and counselling and this helps them in improving their lives. However, depending on the nature of the social worker, their responsibilities differ and have a different impact on social wellbeing. There are those social workers that provide the support structures to the school, family and the children. However, the activities of social workers depend on their specialization.

Carey and Matthews, (2017) pinpoint that social worker should undergo vigorous training to ensure that they are able to control their emotions considering that social work is emotionally and mentally draining and may interfere with their professionalism in the process. The social workers often encounter a wide range of issues facing the society or the individuals all of which should be addressed even with limited resources and working within a specific time frame. Watson and Hoefer, (2016) further indicate that social workers often face challenges such as hostility of the clients and therefore should be trained to maintain their calmness when executing their day to day activities.

Miller et al., (2017) explains that social work in areas such as public health and related fields are informed by value driven appraisals as well as social structures that can generate the desired social work goals. Social workers must possess the normative principles of social justice and fairness which helps them in achieving the set goals. Due to the challenges that the social workers often face, they are required to possess the skills, knowledge, and experience needed to overcome the challenges that their job possesses to them. McKay, (2012) acknowledges that different social workers in different fields may require different kinds of training to ensure that they are useful in the long run.

Weiss (2017) argues that the idea that social workers must possess certain values and responsibilities bring on the question on whether social work administration is needed to help them advance the virtue of wellbeing to the individuals, families, and communities they serve. Professionalism is an essential concept in social work as it helps in establishing boundaries and standards that social workers should adhere to when providing social services to the client. It is therefore essential for the social worker to maintaining professionalism throughout irrespective of the challenges they are likely to face in the process.

According to Frahm, and Martin, (2009) social workers should possess a wide range of skills as it helps them in overcoming the challenges that they face in their social work. Skills such as the ability to speak, social perceptiveness and active listening are vital since they help in establishing a bond between the clients and the social worker. However, the social worker or the employees should be adequately trained to equip them with the knowledge that they need in comprehending and understanding the challenges that the clients face. Understanding the clients’ position and the issues that society face largely depend on the ability of the social worker to form an interpersonal relationship with clients or society. Lahav (2015) further indicates that possessing critical thinking skills is a critical element of social work as it helps in laying the foundation where those involved have the capacity to assess the situation before providing the suggestions or the solutions to the problems that the society faces.

Social work requirements may differ from one municipality to another depending on the legal requirements and the key players in the social sector. The decision-making process and the judgment of the social worker are always critical as it determines whether their initiatives are likely to succeed or not. Petersen, Houlberg, and Christensen, (2015) support this by indicating that the critical thinking process helps the social workers in handling the complex problems that they face when addressing the clients’ needs.

2.3 Social work Administration

Organization participation in social work is vital but requires adequate planning and resources to ensure it is a success. The role of the organization, in this case, is to lay the foundation where the execution of the social work is a success. Hartsell
and Parker, (2008) highlight that most of the social work is destined to fail especially in cases where they do not have the backing of the organizations due to the resources and the planning that is required.

According to Packard (2000), the role of social work administration is to improve organizational outcomes. This area of management has received increased attention in social work because of the role it plays in helping social workers respond to social work need and deliver appropriate services aligned to expected values to the clients. Bharadwaj (2015) explains that in order to achieve the aims and goals of social welfare, social policies and programs are vital. This is further supported by Pak, Cheung, and Tsui, (2017) who indicates that having social programs in places helps in providing a detailed plan of actions that should be taken and what should be done to ensure that the social work is a success. The main driving force, in this case, is that the administrators in any institutions should have the capacity to put the plans in place thereby making the organizational initiative a success. The role of the administrators, in this case, is to ensure that social work is a success and the challenges that social workers have been addressed. Therefore, establishment and maintenance of the social welfare programs are key, and this helps in promoting the relationship between the social workers and the clients.

Due to the importance and the role played by the social work administrators, social work organizations have identified the importance of the administrators since it helps in empowering those organizations in order to meet the social needs in the long run. According to Gibson, (2017) the social work organizations requires all-inclusive planning and exploration in order to identify where the social work is needed and the strategies that may be relied upon in the process. Mishra (2016) further strengthens this notion and indicates that in the last decade, social work agencies have started to adopt evidence-based practices that entail using scientifically validated interactions to organize service provision. The use of scientific-based practices is vital in understanding the permutations relating to the social work including the employees’ involvement in the process. This, as a result, has made social work administration a central tenet of the social work practice. Understanding how to approach the social work and make it useful is significant as it helps in allocating roles, responsibilities, and resources which improves the opportunity of succeeding in the long run.

Tsui & Cheung (2009) explains that administration in social work organizations is important since it helps in the planning process and aligning the limited resources in the right manner. In most cases, social work is faced with adverse challenges ranging from available resources, time and manpower which requires the institution management to plan ahead before engaging in the social work. The work of the administrators, however, is to identify the requirements both legal and ethical and in the process provide advice to those involved in the social work. Therefore, social work needed to be guided by

2.4 Employees’ responsibility

Employees are ambassadors of any institution and therefore should be empowered to help in protecting their reputation and their brands. The management of any organization is responsible for coming up with strategies that help in streamlining the company operations and in making sure that the employee’s needs have been met. In the social sector, employees play a crucial role in facilitating their success and in maintaining close contact with clients in different sectors. The employee’s main role is to add value to the company operation and should be useful in executing the roles and the responsibilities that have been set out in the company.

Employees play a unique role in the success of any institution considering that they are critical assets of the company. Farrow, (2014) indicates that highly skilled employees help in propelling any organization to the long-term success and in making sure that the goals set have been achieved. Over the years, the main focus for most organizations has been on ensuring that employees’ turnover is avoided to help the institution in running its operations. Employees motivation is a necessity when cultivating an environment where employees have an opportunity to be successful. Successful organizations often strive to a certain that employees are adequately motivated and through this equip them with the capacity to execute the responsibility that they have been allocated to. Training and development are often facilitated by the company management which in process equips employees with the knowledge and the skills they need to execute the tasks they have been allocated to. Changes in the environment require training and development initiatives to facilitate employees’ development which is vital in the social sectors. Maintaining the relationships between employees and the company management is imperative since it helps in cultivating the relationship between them and the employees which in the long run helps in making sure that the social work is a success. Therefore, employee's contribution in the workplace is indispensable, and company administration should be able to instill values and the responsibility of the employees in the long run.

2.5 Theoretical Review

The concept of social responsibility dates back to 1953, coinciding with the publication of Bowel, Social Responsibilities of the Businessman, which has been popularized as a source of interest by academic researchers and international organizations due to the influence that the institution can have in its internal and external environment by influencing the behaviour of its various clients, and social
responsibility has become special principles that are recognized internationally, but the degree of adoption is what made the attention different. Indicators of the importance of social performance have been noted since the early 1920s, when Sheldon explained that the organization's responsibility is determined by its social performance and the benefit of society, and then further research has been followed by the conference held at the University of California in 1972 under the theme "Social Responsibility of Business Organizations" that all economic institutions should be obliged to take care of the social aspects of the environment, contribute to social development and abandon the philosophy of maximizing profit for a single purpose.

Theories of the relationship between the individual and social responsibility confirmed that the identification of this relationship and its consequences is largely controlled by the individual through the influence of social and psychological factors in determining the motives of use and the perception of meanings, through direct observation of the areas of change in knowledge and behaviour at the individual and collective level, leading to changes at the social level and in cultural construction and trends. Peter Drucker also mentioned the concept of social responsibility: "It is the organization's commitment to the society in which it operates."

There is a theory that adopts an independent and intermediate approach between inclusive theory and objective theory, and believes that social work must be subject to a clear and specific policy and its plans in the light of this are considered and purposeful and are consistent with the direction drawn by the countries concerned with this theory, and most developing countries and others are currently approaching this trend and even a number of European countries, and international political and economic variables determine in necessity the type of planning approach that this or that country can adopt.

III. METHODOLOGY

3.1 Research Design

The nature of research may be characterized as compulsory information collection, collection, and reviewing processes, tools, and procedures. This study assesses the role of administration in promoting responsibility and values for employees in the social sector in Jeddah, Saudi Arabia. The key purpose of the study to determine the impact of the role of administration in promoting responsibility and values for employees in the social sector through measurement variables was the design of the studies adopted to achieve a credible analysis. The researcher, therefore, relied on the development of quantitative research.

In addition, the browser's search architecture is acceptable and has been implemented in other application types by way of testing. As proposed by Hair et al. (2014), the regression and regression analysis method is used to separate the existence and degree of the causal effect of one or many different variables over the given period into the dependent variable.

Cross-sectional architecture saves time and offers quantitative research print data on time. Another cost-effective primary benefit is the revised research format because only once it needs to be compiled. In this study, this kind of strategy was encouraged.

The survey tool was used to access the necessary data for the study using the approved research method. Consequently, Hair et al. (2014) suggest that using the questionnaire as found in this report, the survey approach can be used to collect data from some respondents. In this study, the researcher produced a literature-based questionnaire that was used to gather information in Jeddah, Saudi Arabia. In addition, the collected data have been used to investigate the role of administration in promoting responsibility and values for employees in the social sector in Jeddah to provide definition and inferential statistics.

3.2 Population and Sampling

The population of this study is the potential beneficiaries and those who provide social services and who have or work on various social projects to serve the community in Jeddah. The study randomly selects social workers living in Jeddah. The purpose of choosing Jeddah to be the field of study is that most social services institutions are located there. In addition, the main population of this study is social workers in Jeddah, Saudi Arabia. In other words, respondents must have certain criteria and must have experience in restricting social services.

This study examines the role of administration in promoting responsibility and values for employees in the social sector in Jeddah, Saudi Arabia. Most research in this area is used by Krejcie and Morgan (1970). However, this requires an unknown group anyway. Their study suggested the use of (G* power). This gives us the minimum required sample size based on a number of predictions, and therefore, for this sample study will be 65. On the other hand, some researchers stressed the sample size in SEM should be greater than 200 (Little and Robin, 1987).

IV. RESULTS AND DISCUSSION

4.1 Data Preparation and Examination

Before starting data analysis, it is important to take information by checking data and checking for errors (Teo, Sai, and Yang, 2013). The reason for sorting and sorting data was to ensure that the data used effectively entered to ensure accurate results. Dealing with lost data issues, anomalies and distortions are essential for professionals to ensure that their potential problems are erased at the beginning of data analysis (Schumacker & Lomax, 2004).

Then, before continuing to analyze the data, and confirm the results, discuss the processing of the lost data. Initially, the total number of respondents to the investigation was 65 from social organizations in Jeddah, and the analysis of the information was carried out on clean data sets.
4.2 Demographics of the Participants

As mentioned, this section displays the demographic profile of the respondents who completed the study. The study identified respondents based on (1) gender, (2) marital status, (3) age, (4) education, and (5) years of experience. As mentioned, the demographic profiles of respondents, with respect to their frequencies and percentage, are presented in Table 1.

<table>
<thead>
<tr>
<th>Elements</th>
<th>Classifications</th>
<th>#</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Female</td>
<td>41</td>
<td>63.1</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>24</td>
<td>36.9</td>
</tr>
<tr>
<td>Marital status</td>
<td>Single</td>
<td>39</td>
<td>60.0</td>
</tr>
<tr>
<td></td>
<td>Married</td>
<td>22</td>
<td>33.8</td>
</tr>
<tr>
<td></td>
<td>Divorced</td>
<td>3</td>
<td>4.6</td>
</tr>
<tr>
<td></td>
<td>Widows</td>
<td>1</td>
<td>1.6</td>
</tr>
<tr>
<td>Age</td>
<td>Less than 25</td>
<td>18</td>
<td>27.7</td>
</tr>
<tr>
<td></td>
<td>26 – 35</td>
<td>35</td>
<td>53.8</td>
</tr>
<tr>
<td></td>
<td>More than 35</td>
<td>12</td>
<td>18.5</td>
</tr>
<tr>
<td>Educational level</td>
<td>High school</td>
<td>8</td>
<td>12.3</td>
</tr>
<tr>
<td></td>
<td>Diploma</td>
<td>16</td>
<td>24.6</td>
</tr>
<tr>
<td></td>
<td>Bachelor</td>
<td>38</td>
<td>58.5</td>
</tr>
<tr>
<td></td>
<td>Ph.D.</td>
<td>3</td>
<td>4.6</td>
</tr>
<tr>
<td>Experience</td>
<td>Less than 5</td>
<td>25</td>
<td>38.5</td>
</tr>
<tr>
<td></td>
<td>6-10 years</td>
<td>33</td>
<td>50.8</td>
</tr>
<tr>
<td></td>
<td>More than 10</td>
<td>7</td>
<td>10.7</td>
</tr>
</tbody>
</table>

The primary data for this research was collected using a tool in the survey type. 70 surveys. However, only 65 surveys were obtained and analyzed as shown in Table 1 above. The results show that only 63.1% of the respondents are female, while 36.9% of the respondents are male. As shown in the above table, 60.0% of the respondents are single. Based on the age about 53.8% of respondents are between 26 and 35 years old. Moving to the level of education among respondents, this result is now that 38.5% of the respondents hold diplomas. Bachelor's degree holders are 58.5% of the absolute number of respondents. Looking at the experience, the result shows that 50.8% of respondents have between 6-10 years of experience.

4.3 Reliability

The test that determines the chance to estimate an arbitrary error is the reliability test. It measures the consistency and frequency of the result. Internal consistency is where all components that measure a variable in the equivalent hidden source are estimated. It can be well estimated using Alpha Cronbach's coefficients SPSS. The unshakeable quality factor ranges from zero to one, and the higher the value, the more reliable the data (Pallant, 2007).

The importance of the reliability test is that it shows the degree of confidence in data collection and reveals how the world relies on the results created based on the information used. As he pointed out Marnat (2003) to obtain reliable information, it must be standard Cronbach alpha Above 0.7. The study includes four variables with more than one thing for a consistent quality test, and the reliability test results are shown in Table 2 below. The factors used in exploring the roles of the administration in promoting the responsibility and value for employees in the social sector are social work, social worker, social worker administration, and the employee's responsibility.

As shown in the table below, all values of the Alpha Cronbach coefficient exceeded 0.7. After that, he tends to think that the information is reliable.

<table>
<thead>
<tr>
<th>No</th>
<th>Factors</th>
<th>No. of Questions</th>
<th>Reliability</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>social work</td>
<td>6</td>
<td>0.921</td>
<td>Reliable</td>
</tr>
<tr>
<td>2</td>
<td>social worker</td>
<td>6</td>
<td>0.911</td>
<td>Reliable</td>
</tr>
<tr>
<td>3</td>
<td>social worker administration</td>
<td>6</td>
<td>0.886</td>
<td>Reliable</td>
</tr>
<tr>
<td>4</td>
<td>employee's responsibility</td>
<td>7</td>
<td>0.934</td>
<td>Reliable</td>
</tr>
</tbody>
</table>

The reliability test for all measurements was found to be tasteful, as most analysts have agreed that, in order for any instrument to be robust, it must meet the basic purpose of 0.70 or more (Hair et al., 1998; Pallant, 2010).

V. DISCUSSION, CONCLUSION AND RECOMMENDATIONS

5.1 Discussions of Findings

This study to influence management roles in promoting responsibility and value for workers in the social sector. The data were collected using an online survey. Using, collecting and analyzing the data, this study achieved its objectives, the data was analyzed using the Social Science Statistical Package (SPSS) as a realistic analysis of the data through some tests, for example, the frequency and the outstanding examination, one sample of t-test, contact, one-way ANOVA, and regression model. Among the results of regression analysis, it can be explained that all the independent variables in the study, which affect the facts and the fully dependent variable, affect social work, social worker, social worker administration, and the employee's responsibility. In addition, all independent variables have a strong positive relationship with social responsibility, and the study found that the management of social work is necessary in promoting values and responsibilities among social service employees thus accepting the H1 hypothesis and rejecting the H0 hypothesis. In general, this study achieved the research objectives and addressed the research questions referred to earlier.
5.2 Conclusion
This chapter assessed the relationship between social work, social administration, and the employee's involvement. Based on the study and the materials used, it is clear that the social sector has evolved which therefore requires companies to adjust their operations in order to meet the demands in the social sector. The literature identifies the changes in the social sector and emphasizes on the changing roles of the institution management in the social sector. However, understanding the employee's contribution to the social sector and the role of the management in training and developing the employees to have the right values and overcome the challenges that they face in the social sector.

5.3 Limitations and Recommendations
Based on a review of the literature and the results of the research, one of the most important determinants of this research was the extent to which social service workers are aware of the importance of promoting the principles of social responsibility in supporting and serving the individual and society, so the study recommended several courses that show community care workers the importance of community responsibility as a critical factor in supporting communities and countries and their development.

5.4 Suggestions for Future Studies
Future research can aim to determine the degree to which the after-effects of any study can be found, so the researcher suggests further studies on social responsibility, in addition, the researcher recommends that future studies include areas other than social areas, such as economic, industrial and cultural, also the researcher recommends that future studies include more other factors affecting social responsibility.

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